

An aerial photograph of a city, likely Los Angeles, showing a complex multi-level highway interchange with numerous cars. The city buildings and hills are visible in the background.

MARCH 1956

THE **T** INTERNATIONAL
eamster
DEDICATED TO SERVICE

IMPROVED HIGHWAYS
Vital to U.S. Economy

See Story Inside

TEAMSTERS SALUTE NEW HAMPSHIRE

THIS month we salute New Hampshire, that busy, beautiful New England state known as "The Granite State" as much for the character of its citizens as for the product of its quarries.

Named after the English county of Hampshire, it was founded in 1622, and the first settlement, in 1623, is today's town of Rye. Forty-third in area rank, it is only an average 185 miles long by 90 miles wide.

The state with the motto "Live Free or Die" lived up to its motto early; it was the first to set up a government independent of Great Britain. This ninth of the original 13 colonies has long been a Republican stronghold yet the one president to hail from there was a Democrat; Franklin Pierce. The state exhibited some of its native New England common sense by repealing in 1949 a type of the so-called "right to work" law passed in 1947.

The principal industries are manufacturing; leather and textiles, machinery, paper, wood pulp and publishing. Of course, the granite quarries are famous and for 60 years the state also led in mica production. Beautiful furniture stems from the luxuriant hardwood forests; in 1949 84 per cent of the state's 9,017 square miles of land area were considered forest land. The water area is 287 miles and the state has the shortest coastline of any state not land-locked; 13 miles.

New Hampshire is a popular winter playground; its ski slopes attract enthusiasts from many states and in the summertime it is a popular vacationland for those who prefer the mountains to the seashore.

There are a few railroads in New Hampshire but, for the best service to the 11 major cities and small townships, motor transport has been increasingly relied upon and the road network of the state is excellent. Only one local of the International Brotherhood has headquarters in the state, Local Union 633 in Manchester, but other locals in adjoining areas influence the trucking and warehousing industry; one of the many service industries which, with the beauty of her area and the productivity of her people, has caused New Hampshire to become truly great.



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THE INTERNATIONAL Teamster



DAVE BECK

Editor

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Letter from General President **DAVE BECK**

DURING the past year the Teamsters have been developing procedures in organization and mutual cooperation with other national and international unions which are making history. We are consummating a series of agreements between the Teamsters and other international unions whose work is allied with our own.

It will be recalled from my oft-repeated statements that when these agreements are made, the field of organizing should be entrusted to a joint committee representative of the four area conferences. Each international union and the districts will be called upon to provide personnel and operating funds for the committee's work. It is reasonable to assume that in the perfection of this work problems will exist, but as practical and reasonable men we know we will find the answers and the solutions.

At the present time the Teamsters and Machinists are perfecting procedures for a joint committee with finances provided by the two international unions. I am certain that with the full implementation of the Teamster-Machinist agreement, we will see some real progress in the months ahead. It is the intention of our International Union to include, in addition to automotive, other fields of organization such as airline, airplane construction, etc., and embrace and work with other crafts affected.

The problems can best be solved in the baking industry by our consummating an agreement with the Bakers' & Confectioners' International Union and the establishment of a joint committee. Agreements are fine, but they are hardly worth the paper they are printed on unless a follow-through in the form of an active program is developed. This we are doing in our agreements. We have long had a close working relationship with the Bakers and I am sure there will be no difficulty in getting a constructive program under way.

The deplorable situation in the hotel field in Florida has brought forth a condemnation not only from labor but from all fair-minded people. Wages and conditions under which these people work in the hotels which charge the patrons the highest tariff in America for accommodations is a stench in the nostrils of all honorable people. It is so bad that it has prompted a working agreement that is in the process of negotiation which will make common cause in organizing between our International Union and the Hotel and Restaurant Employees' Union. In many instances stockholders of these Florida hotels are operating units in the northern part of the United States.

We are going to engage immediately in organizing efforts along the entire Atlantic seaboard from Florida to New York. We believe that by

intensive organizing work in the North we can make the greatest contribution to solution of the problems of the workers in the South. In addition to the work along the Atlantic seaboard we will develop plans with the representatives of the four conferences to implement organizing work and to perfect to the highest degree possible a successful program.

In the general food distribution and services field we are making plans for additional agreements and will soon hold conferences at the national level with two of the largest unions affected. Representatives of the four area conferences will, of course, participate in the preliminary plans and final arrangements we develop for International approval.

A real success story might be written about the Four-Way Pact—an agreement in which the Teamsters, Carpenters, Laborers and Operating Engineers are working together in the highway and heavy construction field. The pact, designed to intensify organization and aid in solving jurisdictional problems in construction, has been highly successful. The four participants in this agreement are centering their attention on the application of the Davis-Bacon Act in roadwork which should be authorized under bills now pending in Congress.

A letter has been sent to all local unions and joint councils concerning participation in the work of central bodies, particularly as it may affect the merger of local AFL-CIO bodies and as it pertains to those in affiliation therewith.

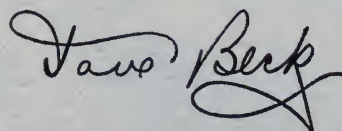
I emphasize again the statement that I made concerning local autonomy after my election in the 1952 Convention, which perhaps was more clearly stated in the talk I made when the Central Conference of Teamsters was formed on April 28, 1953, in Chicago, Ill.:

"I want to emphasize that I will not be guilty of an unfair act or of any infringement whatsoever on the local autonomy of the joint councils or of the local unions. . . ."

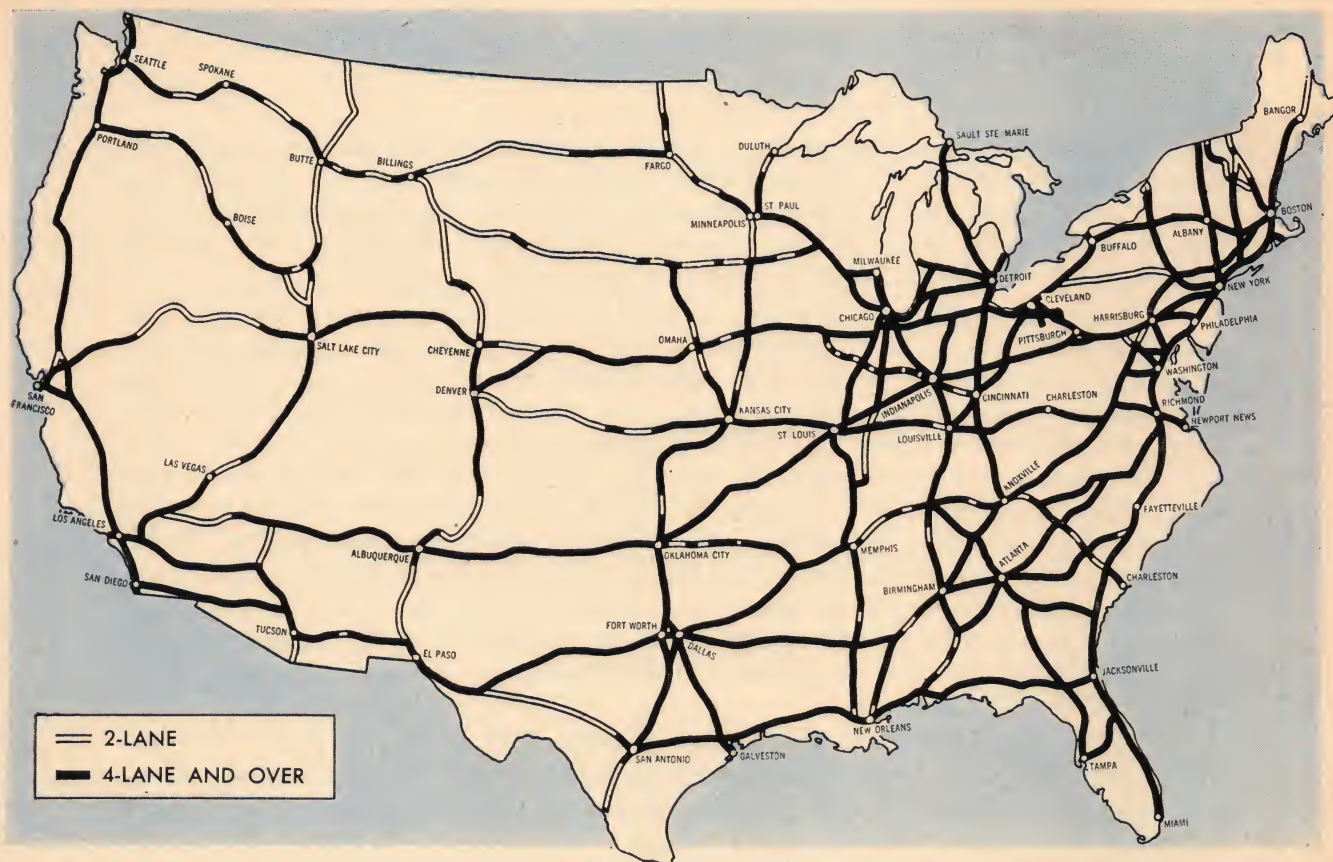
I will not interfere with the activities of local unions, joint councils or area conferences when they operate within the framework of our Constitution and do not adopt policies which are inconsistent with the general good and welfare of the International Union. I will be guided by the Constitution of this International Union. There may be things of which I personally do not approve, but in their application if they do not violate the International Constitution or national policy I have no reason to interfere.

In the days ahead, as in the months just past, the major efforts of the International Union will be concentrated on organization and the perfection of our existing agreements. We will continue through 1956 the intensive work of organization we have made in the last two years. In this work we will call upon all of our area conferences to do their full share in making our progress possible.

Fraternally yours,

A handwritten signature in dark ink, reading "Dave Beck". The signature is fluid and cursive, with the first name "Dave" and last name "Beck" clearly distinguishable.

General President.



Map of the Interstate Highway System of the United States. Improvement of this vital 40,000 miles is the subject of legislation now pending before Congress in a series of bills in the House and Senate.

New Highways Are Coming, But . . .

Will the Program Be Adequate to Meet America's Ever-Mounting Needs? How Will the Bill Be Paid? Every Teamster Has a Personal Stake in Answers Which Congress Will Give to These Key Questions

WHAT kind of a highway program will we have?

How will this program be financed?

These are two of the most vital questions now before Congress—vital to the nation and vital to all the components of the motor transport industry.

Highway legislation is generating heated arguments on Capitol Hill with everyone trying to get into the act. This includes various aspects of the industry, consumers' groups and pressure blocs. Here are the de-

velopments in the highway picture as THE INTERNATIONAL TEAMSTER was being prepared for press:

1. There was general agreement as to need of some kind of highway program to correct the gross inadequacies of the present road system.

2. Congress was trying to review the experience of 1955 and assess the reasons for the failure to enact legislation last year.

3. Several "left-over" proposals were pending in Congress when the second session convened in January.

4. On the basis of experience of

the last year and in realization of the economic and political realities before the country, several new proposals were submitted.

5. The critical issue in the highway problem appeared to be: how are we going to pay for it?

6. Efforts to enact a fair and equitable highway program united the fleet, driver and supplier interests into a concerted effort last year and an effort which appeared to be holding fast in the fight for decent legislation in 1956.

7. The united action of the indus-

try and union had deep implications far beyond the immediate highway battle, observers in Washington admitted.

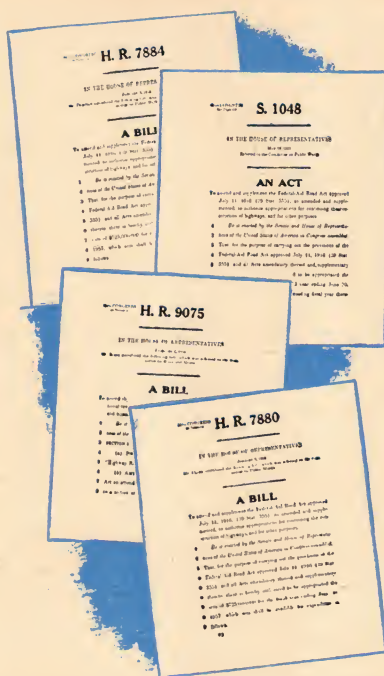
Few, if any, members of Congress have the slightest doubt about the fact that the country is in desperate need of better roads. Studies have been made at the direction of Congress and of the Executive Department as to the need of better roads of various types—rural, urban, primary and secondary, interstate, state and local—needs were desperate across the board.

Last year the President's Advisory Committee on a Highway Program made exhaustive studies and held hearings on road needs. This committee, on which General President Dave Beck served, was headed by General Lucius D. Clay. The report of the committee was sent to Congress with the endorsement of President Eisenhower. This committee recommended a \$100 billion program financed on a bond program. There seemed to be little quarrel with the basic facts of the report—Congress thought the Clay Committee had done a good job of drawing to the public attention our road plight. Congress, however, took a dim view of the method of financing. The result of the general efforts in the closing weeks of Congress was that no legislation was passed—efforts foundered on the shoals of method of financing.

In 1956 better road advocates were drawing to public attention once again the dramatic facts of our highway needs. The public was reminded of the tremendous growth of traffic with vehicles by the million being added yearly. Business and labor both were directing attention to the crippling effects of our inadequate highway system.

When the National Safety Council issued its report for 1955 recently, it said that 38,000 persons met their deaths in highway accidents and many times that number were injured. This appalling toll could be accounted for in part at least because of inadequate highways.

The U. S. Chamber of Commerce, spokesman for all segments of the business community, was emphatic in its declarations for better high-



Some of the highway bills now pending in Congress. See accompanying article for status of measures, vital to the trucking industry.

ways and reported that our traffic jam is costing the nation \$25 billion and the inadequacy is costing us dearly in terms of increased production as well as seriously needed safety measures. Our economy has shown a vigorous growth but our highway system has not kept pace.

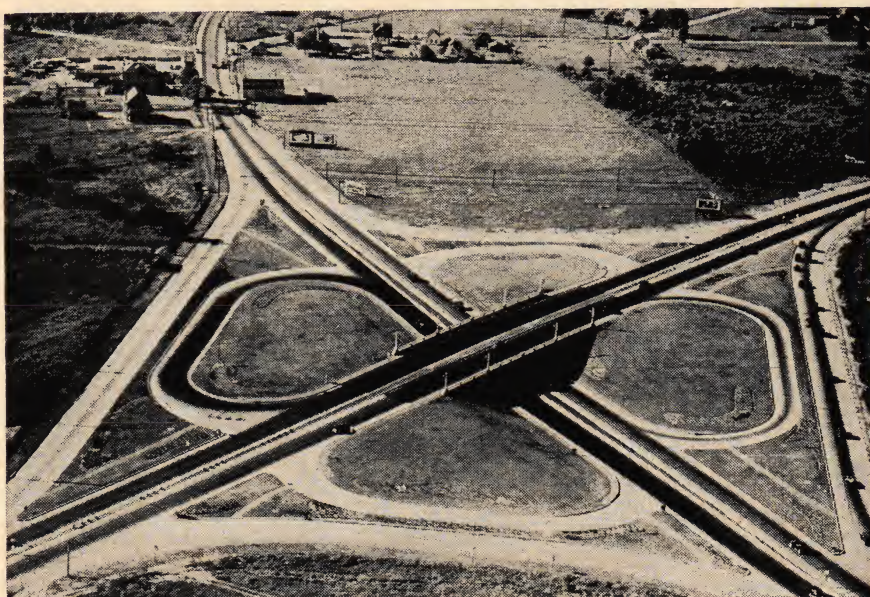
Last year the Bureau of Public Roads' survey was made public by the Department of Commerce. In cold figures the needs for improved highways were spelled out for the

ten-year period 1955-64 and for the 20-year period 1965-84. Said the Bureau: the ten-year needs total \$126.1 billion while the additional needs for the 20-year period total \$171. Thus the total estimated needs for the entire 30-year period from 1955 to 1984, based on traffic studies and projections of increased population and business growth, total \$297.1 billion.

These figures appear astronomical, but they are not high when we consider the phenomenal growth of motor transport and the increased number of automobiles. Last year, for example, the Automobile Manufacturers' Association reported that a total of 7,920,133 passenger cars were made and a total of 1,244,980 trucks were manufactured. These figures are indicative of the growth. Vehicular mileage has grown rapidly since World War II. In 1945 the total vehicular miles was 249 billion. In 1955 the total (based on incomplete reports) was 583 billion miles.

Emphasis is being placed on improvements in the Interstate System of some 40,000 miles of highway. This system would be improved through better roadbeds and the use of four to six lanes of traffic space. Other primary and secondary roads would be improved.

When Congress convened this year it had some bills left over on the highway question. Four House bills and one Senate bill were still on



Modern cloverleaf and interchange projects have greatly eased traffic flow and have added to the road safety.

the docket: H. R. 7659 (Rep. Scudder, Calif.); H. R. 7669 (Rep. Wright, Tex.); H. R. 7720 (Rep. Dempsey, N. Mex.); H. R. 7810 (Rep. Mack, Oreg.), and S. 1048 (Sen. Gore, Tenn.).

The House bills can be set aside for present discussion since new ones have been introduced. The Gore bill, however, is very much alive. This is a five-year bill to extend Federal aid for both the Interstate System and other highways. The House did not act on the measure.

The Gore bill should be borne in mind in any discussion of 1956 proposals. These include four House measures: H. R. 7884 (Rep. Dempsey, N. Mex.); H. R. 7880 (Rep. Clark, Pa.); H. R. 8836 (Rep. Fallon, Md.), and H. R. 9079 (Rep. Boggs, La.).

The two measures which are claiming primary attention are the Fallon and the Boggs bills. The former contains provisions for authorization of a highway program while the Boggs bill provides for taxes only with no differential as between trucks and passenger cars. These two measures taken together might be said to make a complete unit or piece, legislatively considered. These bills give emphasis to the Interstate System which carries most of the nation's traffic. The Gore bill gives emphasis to the secondary system.

The Gore bill has the additional feature of providing for weight and size limitations for trucks, according to the limitations established by AASHO (American Association of State Highway Officials) in 1946. These have since been changed, but has Gore?

The problem of sizes and weights is one which is of great concern to fleet operators and indirectly to the Teamsters. If operators are unnecessarily hamstrung or are obliged to comply with obsolete rules, they cannot reap the greatest possible benefit from any sort of improvement in our highway system.

The highway legislation last year failed because of disagreements over financing and that still remains the critical problem. In this phase of the problem sharp differences are developing. The American Automobile Association is plumping for a program which would carry sharp differentials with the industry footing a large part of the bill.

Proposals of the AAA would boost gasoline taxes from 2 to 2.5 cents per gallon; diesel oil from 2 to 4 cents per gallon; tires (under 45 pounds) from 5 to 6 cents per pound, but on tires over 45 pounds it would boost the tax from 5 to 10 cents per pound. Other increases would include 1 cent (from 9 to 10 cents) for inner tubes for less than

45-pound tires and from 9 to 14 cents for tubes for over 45-pound tires. Camelbacks for light tires would be taxed 1 cent per pound and for tires of more than 45 pounds 5 cents per pound, and lubricating oil would be hiked a penny.

It is apparent from these figures recommended by the AAA that differentials would be dangerous to the industry. The U. S. Chamber of Commerce would recommend a 60 per cent Federal share on the Interstate System and 50 per cent on other roads and Federal regulation of motor vehicle sizes and weights.

Numerous organizations are taking a deep interest in the highway problem on Capitol Hill. There are even conflicts within the elements of the motor transport industry. For example, the National Tire Dealers and Retreaders Association is for an equitable spread of taxes but against any tax on tread rubber of any size. The rubber manufacturers would not be against taxing camelbacks.

Highway users have all put in a voice on legislation, such as AAA, ATA, National Association of Motor Bus Operators, National Highways Users Conference, National Oil Jobbers Council. Other organizations which have had their say include the Automobile Manufacturers Association, American Petroleum Institute, American Road Builders Association, American Toll Ways Authority, National Automobile Dealers Association; American Association of State Highway Officials, American Municipal Association, National Association of County Officials and U. S. Conference of Mayors—and this list is not complete.

Of importance to Teamsters is the fact that for the first time last year a program of unity and cooperation was developed which can have far-reaching consequences. Cooperation resulted from leadership exercised through ACT—the Independent Advisory Committee to the Trucking Industry. General President Beck is one of the co-chairmen of this organization and has been one of the moving spirits toward making the organization a success.

ACT was able to speak for the

(Continued on page 20)



Three highway experts at a preview of "The McGurk Way," new trucking film. Left to right—John M. Redding, executive secretary of the Independent Advisory Committee to the Trucking Industry; John Lawrence, board chairman of the American Trucking Associations, and John Lane, labor relations chief of Associated Transport.

*A Teamster Local in St. Louis
Has Put a Powerful New Force
To Work for the Good of the City
And All Those Who Live There —*

HOW 'COMMUNITY ACTION' SUCCEEDS IN ST. LOUIS!

DURING a recent storm in St. Louis, an overloaded sewer line broke and flooded basements all along a South Side street. A member of Teamsters Local 688 who lived in the area called city officials, without result. Then she remembered something she heard in her last union meeting and called the union's Community Action Department. A union staff member went into action. He contacted the city's Director of Streets and Sewers and within an hour a pumping crew was on the scene. The crew worked all night to clear the basements of water and the following morning another crew repaired the break.

The incident illustrates only one facet of an exciting new trade union activity on the part of Local 688. Known as the "Community Action" program, it is complete with community-level stewards, grievance meetings with city officials, a constant educational program in the rights of citizens, and the machinery for a full-scale city-wide campaign to ensure the rights of the "average citizen" against neglect on the part of public officials.

One such campaign last year resulted in an ultimate court victory to see that the city's Rat Control Ordinance was enforced. When a two-month-old boy was severely bitten by rats in his crib during the night, public indignation was stirred. Investigation showed that city officials had decided to withhold enforcement of the Rat Control Ordinance in an area covering about 30 per cent of the city.

Local 688's community stewards decided something had to be done. They organized a special Rat Control Committee which went into the area, interviewing residents and

documenting the evidence with photographs. The committee went into special hearings in the city's Board of Aldermen and presented the evidence. They held mass meetings of union members to explain the refusal of the city to enforce the ordinance in these areas and to mobilize public opinion in support of the campaign. They asked for and got meetings with city officials.

The voice of citizens was not strong enough, however, to overcome the power of real estate interests who owned most of the property in the affected areas. So the union filed suit to obtain a court order requiring enforcement of the ordinance, and won the case. Today the city is installing rat control stations throughout the area.

The success of the Community Action program in Local 688 has prompted some quarters to charge

that the union is building a "political machine." The fact is, however, that the program has carefully avoided partisan politics. It operates on the principle that the people of a community have the right to speak out about their needs and to act in concert to gain improved community services.

The program had its beginnings in 1951 when Local 688 held its first series of "community meetings." Regular shop meetings were suspended for a month and members met on a neighborhood-by-neighborhood basis. In striving for the old "town meeting" spirit, members were urged to speak out about the problems of their neighborhoods — street lighting, police protection, public transportation, overcrowded schools—with a view to establishing committees of union members to seek solutions to their problems.

The response of the union members to the idea of "community meetings" was so favorable that they voted to hold them twice each year. When it became clear that the members were willing to work for community betterment, the program evolved to the point where the union appointed a full-time Director of Community Relations to head the program a year ago.

The philosophy of the program has best been stated by Harold J. Gibbons, secretary-treasurer of the

Through its program of community action, Local 688 secured documented evidence of rat control neglect by the city government and carried the fight to the courts, causing enforcement to be directed. In the photo below the committee, headed by Community Action Director Sidney Zagri, right, is standing. Seated is the city aldermanic committee.





Persisting in the right is one way the Community Action program succeeds. Here two stewards survey violation of city ordinance constituting fire hazard. Violator has already had one fire. They will insist city make him obey law. Persistence brings results.

10,000-member Warehouse and Distribution Workers' Local 688.

"The main work of Teamsters' Local 688," he said, "is and always has been the achievement of strong collective bargaining agreements, better wages, hours and working conditions, and other items which involve our lives in the shops. But we have broader concerns than the eight hours we spend at labor. Our wives, our children, our homes, indeed, our own leisure hours, mean that we also have a stake in the neighborhood and the community in which we live.

VOICE IN CIVIC AFFAIRS

"As citizens in a democracy, we have an opportunity unparalleled in human history to have a voice in the affairs of government, affairs that have a direct bearing on our lives. Playgrounds, sewer systems, street lighting, traffic arteries, sanitation, safety standards in homes—all these are things which concern us. They are the legitimate things about which we speak to our elected officials."

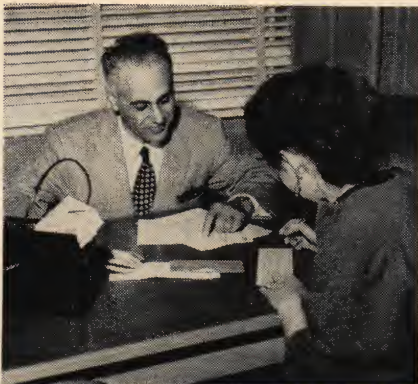
Thus, to establish channels of communication between the citizen and his government, Local 688 set out to establish a community procedure patterned after the grievance procedure in the shops.

Under Sidney Zagri, full-time director of the program, this procedure

Steward Lewis Scott confers with Commissioner Frank Kriz. Outdoor privies in a tenement threatened community health. After the grievance was pushed, the owner was compelled to make indoor installation.



In the Community Center, a housewife gets expert advice on tax matters from Charles D. Saffo. Utility bills may be paid here also and at night it is recreation center.



has flowered into a tremendously effective method to provide the ordinary citizen with a voice in community affairs. This method promises to set a pattern for trade unions across the country in their efforts to work for the welfare of the community.

The first step was to appoint community stewards, each one representing 15 members of the union in his neighborhood. Playing a role similar to the shop steward, each community steward is responsible for processing "community grievances"—not only from union members but from any resident in his area—relating to police protection, health or safety menaces, or any other neighborhood problem.

ORGANIZATION IS CLOSE

The community stewards in each ward or township are organized by ward or township, and a ward chairman is selected from the group. He is the immediate link to the union's Community Action Department.

When sufficient grievances have been received, verified and documented in a given ward, a meeting is arranged with the alderman or other elected representative of the people in that area, at which time the grievances are discussed and action taken.

If no action is or can be taken at this level, the Community Action Department arranges a meeting with the heads of city departments or

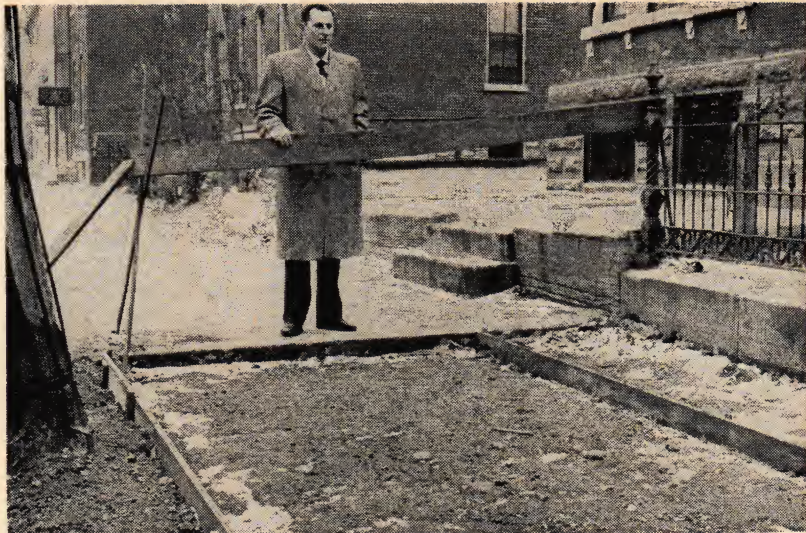
At a booth outside Joint Council building, petitions for establishment of better form of city-county government are circulated. Bob Weber here is in charge.



agencies involved. Zagri explains the procedure as a fulfillment of the historic citizen right "to redress of grievances" in a democracy.

In special cases, failure of this procedure to obtain results can lead to court action, as was the case in the fight for enforcement of the Rat Control Ordinance.

To coordinate city-wide activities and to provide an educational forum for the members involved in the program, the community stewards are further organized in a city-wide Community Stewards' Assembly. This is the legislative arm of the community program, empowered to make recommendations on the union's course in this field. It is in

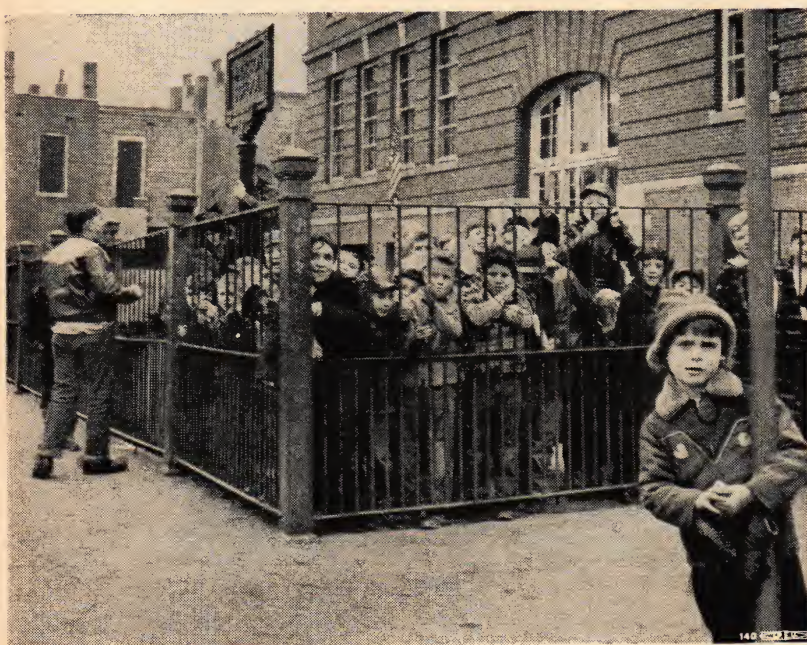


It is St. Louis law that property owners must keep sidewalks in repair. Here Marvin Zoll, community steward of Local 688, checks on repair work begun after he had filed a complaint. Now school children will not be walking in the street.

City ordinance provides that vacant lots be kept weed-free and clean. Here Joe Promaroli, Local 688 steward, shows how a city-owned lot is in violation of the city's own law. Repeated complaints resulted in a clean-up of the area.



Below: One of the more serious problems facing St. Louis along with the rest of the nation is overcrowding in schools. Here children have insufficient schoolyard facilities. Local 688 seeks to focus public attention on this vital city problem.

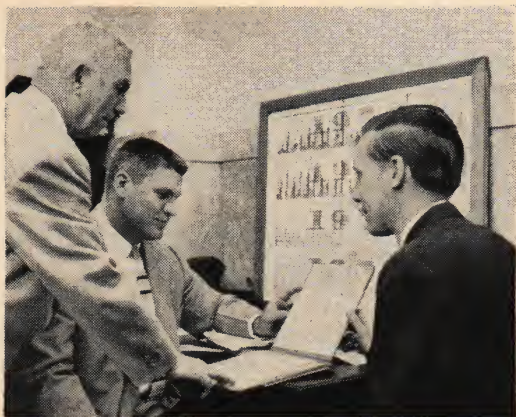


this Assembly that broad civic projects are undertaken.

For example, Local 688, through this Assembly, is currently leading the campaign for signatures to provide for establishment of a Board of Freeholders to study possible means of coordinating the City of St. Louis and St. Louis County, where some 96 municipalities frequently duplicate each other's functions.

Other projects are funnelled to the Assembly through the union-wide "community meetings" held semi-annually. Prior to the latest round of meetings in November, Zagri prepared data sheets on the principal problems in each ward, to provide members living in these areas with a handy educational piece and to spur discussion of their problems. Working closely with Zagri in the program is State Senator Robert Pentland, a business representative of Local 688.

Naturally, the success of such a program depends upon an informed rank-and-file, and Local 688's Community Action program leans heavily upon education. Prior to the last round of "community meetings," rank-and-file community stewards designated to act as chairmen attended an eight-week course on community problems, political structure, leadership and public speaking. University professors, city officials, and experts in various fields led the classes.



Young people are a continuing interest to Local 688 through Community Action program. Here Bill Newman (left) and Bob Weber (right) confer with Police Lieutenant Adolph Jacobsmeyer, assigned to juvenile division, on how best to fight delinquency.



This community center maintained by Local 688 serves the people by day as a place to pay utility bills, obtain income tax aid and voter-registration. In evenings it serves as a center where the young people gather for dancing and other adult-supervised recreation, thus keeping them happy, occupied, and out of difficulties.



State Senator Robert Pentland, also a business representative of the local, carries a case of soft drinks for youngsters at union's "Teentown."

In every case where the Community Stewards' Assembly is considering important issues, qualified persons are invited to present the facts. When faced with the city's recent \$100,000,000 bond issue election, the Mayor of St. Louis addressed a meeting of the Assembly. When dealing with the problem of rat control, the chairman of the Board of Aldermen's rat control committee spoke to the Assembly, as did health experts and others.

Through the regular meetings of

the Assembly, community stewards are educated in community standards and ideals, various city codes, and what the citizen should expect from his government. They in turn instruct the members in their neighborhoods in taking an inventory of the neighborhood, reporting a grievance, and the agency of government responsible for handling the grievance.

Three basic rank-and-file committees also function to study problems in detail and report back to the membership. These committees—Political Education, Community Action, and Democratic Rights—are



The local union shows its interest in youth by sponsoring young people's activities at "Teen-town" while the teenagers show interest in games, dancing and even other teenagers!



Community stewards receive good foundation of knowledge in preparation for their work. In the photo above, Prof. Thomas Eliot, director of Washington University political science department, lectures on our political structure.

bulwarked by special committees. For example, following the latest round of "community meetings," special committees were named to deal with problems of juvenile delinquency, police protection, school facilities, and housing.

In addition to this basic structure to provide citizens with a voice in their government, Local 688's Community Action program also provides services to the membership.

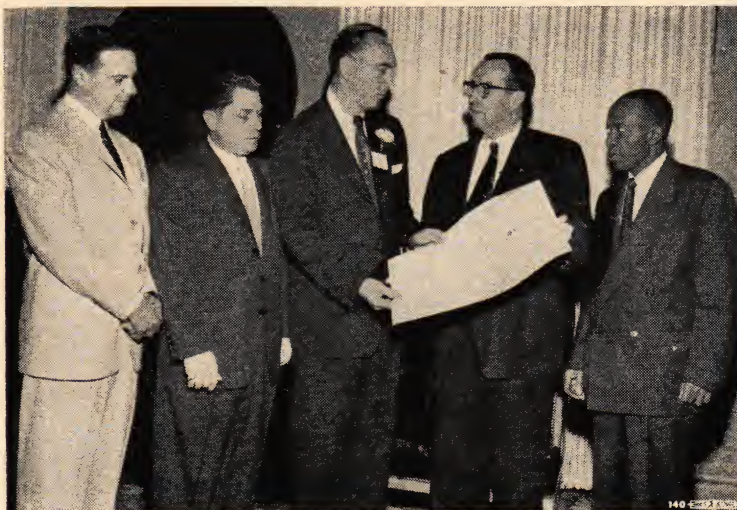
Last year, the union opened the first in what is planned as a series of "community centers" in the various neighborhoods. In this center, the union provides such services as income tax aid, notary public service, payment of gas and telephone bills, and procurement of licenses. The center is also utilized as a meeting place on community problems, and as a social center for residents of the area.

Some months ago, rank-and-filers undertook supervision of a weekly "Teen-town" where high school students of the area can gather on Saturday nights in wholesome surroundings. Members have spoken to Parent-Teacher groups and high school officials, urging their cooperation in the program, and the response has been excellent.

The program is beginning to have considerable impact in the community. As an example of follow-through, a dominant note in the 1954 community meetings was the members' desire for a Free Four-Year City College. The Community Action department did a great deal of research on the possibilities of the project, then went into action with reports before union meetings, civic

groups, and other gatherings. In the 1955 elections to the Board of Education, Local 688's City College project won support from the slate of candidates who were opposed by a so-called "Blue Ribbon" slate. The "Blue Ribbon" candidates were defeated and the Board of Education has now established a permanent committee for a Free City College. The union is currently undertaking a campaign for passage of an anti-discrimination bill in the Board of Aldermen which will have far-reaching consequences in elimi-

Harold J. Gibbons, center, bestows citations for public service to three St. Louis public figures in recognition of the community service. They are Aldermen A. J. Cervantes, left; Donald Gunn, second from right, and DeWitte Lawson, far right. Vice President James R. Hoffa, second left, was the principal speaker at the fete.



nating racial discrimination in places of public accommodation.

A cohesive and articulate group of union members is of growing importance to labor, and Local 688's Community Action program has deeper implications in the protection of members' interests. Because the fight against labor's rightful gains has moved from the picket line to the legislatures, the union believes it has no choice but to meet these challenges with an informed mem-

(Continued on page 21)

Below: Members' families are encouraged to take part in movement. A cake for "Teen-town" is prepared by wife of Danny Harmon, a Local 688 community steward.



EDITORIALS

Danger to Labor

In each session of Congress legislation is introduced which has for its objective penalizing of organized labor to keep it from realizing effectively its social and economic aims. Such a measure turned up recently in the Senate when Senator Carl T. Curtis (Rep., Nebr.) introduced a bill directed specifically at labor unions.

The Curtis bill would require labor unions, when seeking union shop contracts, to offer evidence that they had not, within the preceding 24 months, spent money in behalf of political candidates or parties.

This bill was introduced by Curtis on the behalf of himself and Senator Barry Goldwater (Rep., Ariz.). When the bill was introduced, it was blasted by COPE Co-director James L. McDevitt who quite properly pointed out the dangers of the measure. This bill, it was said, and we agree, borrows an idea from behind the Iron Curtain: that all political opposition should be outlawed.

While the bill is aimed at labor, it says nothing about political activities of business groups or other special segments of the American economy—only labor unions are singled out for special legislative penalties.

Organized labor should beware—remember the bill is Senate Bill 3074. It must not pass!

... and Now "Fishybacking"

A growing development in freight transportation is one in which Teamsters should take an interest and which generally has been overlooked by most people. This development is the use of vessels to transport trailers from point to point. This method is known popularly as "fishybacking"—a cousin, we might say, of trailers on trains known as "piggybacking."

We are told by a leading financial paper that one of the outfits in the trailer-on-boats project is having difficulty beating away the customers who wish to save money by using this form of transport in cooperation with truck haulage. This particular firm recently added two wartime type LST vessels, each with a carrying capacity of 50 trailers, and added to its fleet recently a 100-trailer ship and soon hopes to have 13 to 15 vessels in its scheduled runs.

While other firms are entering this business, at least one has gone defunct since all is not rosy in the fishy-

back business. But, as with every new enterprise, there are certain "bugs" which must be eliminated. We don't know what the future of fishybacking will be, but we do know that if we are wise we will not close our eyes to this new development which could have deep implications to both fleet owners and drivers.

A Consumers' Anniversary

This year is the golden anniversary of the enactment of the Pure Food Act by Congress. We take for granted legal protections by Congress against impure foods, drugs and cosmetics, but this was by no means the case 50 years ago. Enactment of the law represented a great step forward toward the protection of the consumer.

Nor must we think that because we have a law, or laws, on the books that the consumer is entirely protected from impure or fraudulent foods and drugs. The Food & Drug Administration and the Federal Trade Commission as regulatory agencies are kept busy enforcing the laws against the sharpsters who try to bilk the public in a variety of ways.

The fight for fairness and purity in foods and drugs is a continuing one. The stakes are high since many industries feel that they can save money by cutting corners or by failing to take necessary protective steps. Unfortunately, too often the consumer is unaware of the efforts made to impose on him. The consumer is unorganized and often completely inarticulate. Many of the big interests in foods and drugs, on the other hand, are able to employ high pressure lawyers and publicity men to put over their projects. This is not to say that all food and drug manufacturers are schemers—most seek to comply with the law, but there are always those who hope to profit at the expense of the welfare of the public and the good name of their industries.

The Food & Drug Administration has proved its necessity over and over and we hope that during this anniversary year the public will take special note of the work of the agency and lend it both praise and support.

Automation Marches On

Organized labor is deeply concerned about the onward march of automation. Our own union has given this problem special study, as our members know from reading the pages of THE INTERNATIONAL TEAMSTER.

We believe that labor must keep abreast of the developments, for only by doing this can we hope to cope with the problems raised by these technological advances.

Recently the news of an automatic assembly line in the automobile industry aroused considerable attention. This assembly line, said to be the first completely "automated" production facility of its kind in the country has 280 stations spread over a one-quarter-mile stretch.

In this operation cylinder blocks are fed into one end of the giant machine, right cylinder heads at another point and left heads at another. As the components are moved along the line—automatically—a completely assembled engine comes off at the far end. This operation goes on at the rate of 150 engines an hour in this new machine which cost \$2.5 million.

This particular piece of machinery is dramatic and commands major attention from American industry. However, hundreds of automatic or technological improvements are being made every week in industry. We are also seeing a substantial segment of industry concentrating on the design and manufacture of new automation equipment.

These new developments make it more imperative than ever before that labor keep pace with the march of automation. Unless we do keep pace, we will have reason to regret our lack of alertness in the months and years ahead.

Hiring the Handicapped

Good news is reported from the employable handicapped front. Placements for the handicapped in useful jobs last year were higher for each month than they were for the previous year, according to a recent report from the President's Committee on Employment of the Physically Handicapped.

At press time complete reports were filed for the first 11 months while figures for December were still incomplete. During the first 11 months of 1955 placements totalled 243,750 as compared with 188,079 for the entire year 1954. Prospects for a 40 per cent increase over the previous year seemed bright.

These gains are figures in which all Americans should take especial pride. The gains represent a recognition in a practical way of the necessity and desirability of hiring the handicapped. Moreover, the figures show that the campaign by the President's Committee and other interested groups is bearing fruit.

American employers are learning that the handicapped, when properly trained and intelligently placed, can give a fine account of themselves. Apparently the number of employers with such recognition is growing and for this everyone with an interest in helping the handicapped can be truly thankful.

Women in Politics

In this political year it seems a safe bet to say that the two major political parties will devote major attention to women in politics. Some of the Democrats rue-

fully said after the 1952 election that the votes of the women were decisive in favor of the G.O.P. candidates. This year the Republicans are giving the women's role major attention and the Democrats may be expected to do likewise.

According to what the experts say there are more potential women voters than men. A Gallup poll indicated after 1952 that 17,600,000 women voted for Eisenhower and 12,700,000 for Adlai Stevenson. To put it another way: women accounted for 51.9 per cent of the Eisenhower total and 46.5 per cent of the Stevenson total.

These figures spell a real demand on the part of political leaders at every level from the precinct to the national level to direct efforts toward wooing the women to their favorite candidates at the November polls.

It might be said in passing that many charge the women with being slightly antilabor in the last Presidential election. That is a hard charge to pin down. The fact that it is made would indicate a real necessity on the part of labor leaders to see that their womenfolk are well informed and convinced as to what candidates are the ones to support—quite apart from party labels, of course.

Women are taking an increasing interest in consumers' problems. They realize that political parties must have regard for the welfare of the consumer and housewives know that one effective place to register approval or disapproval is at the ballot box.

Research's Growing Value

All around us are evidences of the value of research. In every field of endeavor we see tangible evidence of long and painstaking studies which are resulting in building a better standard of living for all of us.

In the last 15 years funds for research in the United States have climbed from about \$900 million a year to approximately \$15.5 billion. That is indeed a lot of money and it is money well spent.

As we ponder the magnitude of this fund we might well evaluate the fields of endeavor in which research could do a job and in which an inadequate job is now being done. Organized labor is slowly awakening to the value of research. In the labor field research can be a useful tool which can help in many ways. The most obvious, of course, is in the field of across-the-table bargaining. Well-prepared negotiators are always effective while ill-prepared representatives have a difficult time in maintaining their positions.

Research can help in practically every industry in which unions are actively organized and can develop information which provides ammunition for the organization in under-organized areas.

The Teamsters have found research useful at every level—international, area and joint council. We have a profound respect and appreciation for research and we hope that our utilization of research increases, for as this increases so will the effectiveness of our unions increase.

Critical Eyes Are Being Trained On Our System of Distribution; Teamsters Act to Meet Challenge

PEAK EFFICIENCY IS UNION GOAL!

AN INCREASING number of people are scanning our system of distributing goods with a critical eye.

More than 25 years ago a study made by the Twentieth Century Fund found that in the year 1929 out of every dollar spent by the consumer, 59 cents went to pay for distributive services and but 41 cents for producing the goods he bought.

A recent study by the National Bureau of Economic Research and authored by Harold Barger of Columbia University, showed that these ratios have not changed much. His conclusions were that wholesale and retail trade took about 37 cents out of the consumer's dollar pretty consistently from 1919 through to 1950.

Though Dr. Barger's study was not as wide in scope as that of the earlier Twentieth Century Fund study since it excluded manufacturers' expenses for distribution and many other items such as transportation, consumer credit, promotion and advertising, it does give us a basis for concluding that the proportion of the dollar going for distributive services has not declined.

Grave concern is felt for the growing spread in recent years between farm prices for food and the prices paid by consumers. Out of about 85 to 90 billion dollars consumers have spent in recent years for products made from farm goods, about 30 to 33 billion dollars have gone to farmers. Thus the farmer, on the average, received roughly a little more than a third of what the consumer paid for finished products, while almost two-thirds of the con-

sumer's dollars went to processors, distributors and others who performed the functions necessary to get the commodity to the consumer.

The *Yearbook of Agriculture* for 1954 publishes an estimate that in recent years farmers received 45 to 50 cents of each dollar Americans spent for food at retail, 25 cents out of each dollar spent for ordinary clothing, household textiles and tobacco products at retail. Distributing bulky perishable farm products, even when they require no processing, is very expensive.

Processed food products go through a more complex procedure than raw foodstuffs. The price spread must cover costs of processing and packaging as well as costs of distribution. About 20 per cent of the price of a loaf of bread at retail goes to farmers for ingredients. The rest is spent to defray costs of processing, packaging, selling and delivering.

CONSUMERS' DOLLAR



The existence of such large spreads are not bad in themselves. In most cases their causes are misunderstood and therefore lend themselves easily to use by political and social demagogues who wish to make capital out of charging labor, business or the government with the blame for their existence.

Much agricultural produce would not be usable or salable at all without the addition of costly processing — warehousing, refrigeration, transportation, packaging—and vigorous sales promotion. The fact that these functions cost more, and in some instances many times more, than the price the farmer gets, does not hurt the farmer. It helps him. Without the enormous capital and labor expended to create mass demand for goods, the farmer would have much less of a market.

Nevertheless, understanding the process itself will not eradicate the social problem created by the prevalence of these spreads.

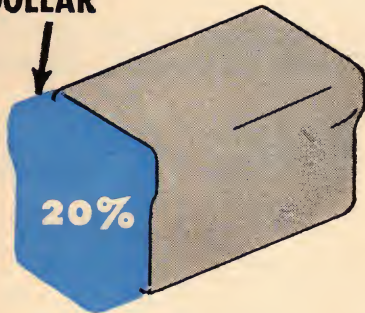
The failure to recognize the genuine interest the farm population has in getting efficient distribution for their products will invite unnecessary social strife between rural and urban communities and between farmers, businessmen and unions.

Everything possible to stop the increase in spreads on farm commodities, through more efficient methods of distribution and elimination of unnecessarily wasteful practices, is essential if we are to do justice to the farmer and aid him in attaining the higher standards of living which his productivity is making possible for others.

Productivity in the distributive services, though increasing over the years, has not increased as fast as that in the production industries. Dr. Barger found that output per man hour in wholesale and retail trade went up about one-fifth from 1930 to 1950, but that in manufacturing, mining and agriculture combined, it increased about two-thirds. The annual increase in output per man hour in wholesale and retail trade averaged slightly under 1 per cent while that for production industries averaged 2½ per cent.

The automation of manufacturing promises to bring even larger increases in productivity to the pro-

FARMERS' SHARE OF BREAD DOLLAR



duction industries and may increase the disparity between the production and the distribution industries with respect to productivity unless compensating improvements can be made in distribution services.

There is no union that is of greater importance in distribution than the International Brotherhood of Teamsters. The policies which guide this organization with respect to increasing efficiency of distribution will have great influence on the future of the distribution services in which its membership is employed.

Faced with the dilemma that progress brings, workingmen's organizations have, at times in the past, pursued suicidal policies of blindness, evasion, opposition and restriction in the misguided belief that such policies were essential to their survival and to the preservation of the jobs of their members. Unions of the present day on the whole have welcomed rather than discouraged the introduction of more efficient methods. They have insisted that consideration be given to any adversely affected and that the worker should share in the benefits of greater productivity.

Indeed nothing has spurred and even forced the introduction of more efficient methods more than labor's own high wage and shorter hour programs. Many services and enterprises that were not productive enough to support the standards that the unions enforced were competed out of business by those whose greater efficiency made it possible to sustain those standards. Labor needs to understand this process more clearly.

It is to further clearer understanding of the economic processes facing management and labor in the Distributive Industries that The Economics of Distribution Foundation, Inc., was organized. One purpose of the Foundation is to further efficiency in the Distributive Industries by getting union and management to cooperate in affirmative programs to study their industry, its place in the economy and to adopt programs which will help serve consumers, workers and stockholders better.

The method to be used by the Foundation is to get management and labor together in periodic sessions when they are not under the stress of collective bargaining negotiations to discuss, survey and study the economic facts and trends in their industry and its place in the economy as a whole. Such meetings should be welcomed as a means of promoting economic knowledge and productive efficiency and an aid to the consumer and the public. Both labor and management have a tremendous public responsibility as well as private responsibilities to the interests they represent, and it is important that proper machinery be established so that they can discharge this responsibility. In an economy such as ours where the important economic decisions are fragmented among thousands of business and labor policy makers, it is necessary that each be informed with respect to the economics of their industry and the part it plays in the economy as a whole. Only in that way can they be in a position to know the consequences of their decisions on the economy as a whole.

High officials of the International

Brotherhood of Teamsters are enlisted in promoting the purposes of The Economics of Distribution Foundation, Inc.: Dave Beck, General President, is a member of the Board of Directors; Einar Mohn, Administrative Vice President, is also a Vice President of the Foundation. The Chief Economist of the International Brotherhood of Teamsters, David Kaplan, was given a

\$90 Billion



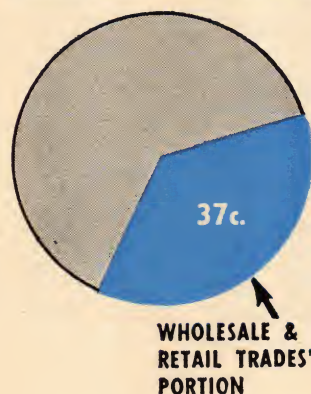
leave of absence to permit him to organize and head up the Foundation as its President.

The Foundation has already demonstrated its worth by a series of meetings conducted under the auspices of the Foundation in the Baking Industry in which the highest officials of some of the largest Baking Companies met for the first time with top leaders of Bakery Drivers' Unions to discuss the economics of the industry in a purely objective manner. The knowledge that each group gained regarding the attitude and concepts of the other with respect to common problems facing the industry will be of immense value in building better understanding and helping each promote the welfare and efficiency of the industry.

The Teamsters can perform a service of great value to the Nation and to the system of free enterprise through adopting affirmative and socially constructive programs to promote the efficiency of our distribution industries.

Such programs would not only be good for the country, they would be good for the union and its membership for in the last analysis the only way to advance living standards of union members is to increase the productivity of the industries which employ them.

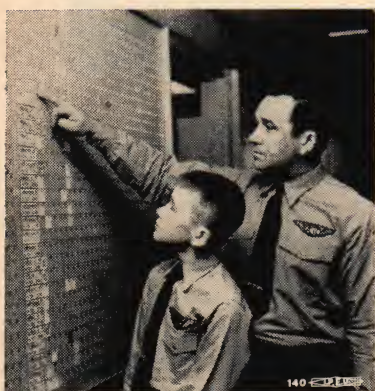
CONSUMERS' DOLLAR



SMALL TEAMSTER ON A BIG TRIP



Before starting out on his adventurous trip, young Jerry tries on his new uniform. The outfit was an exact duplicate of dad's. Here, before mirror, he checks for fit.



Jerry is shown how assignments for the big trucking firm are posted on the dispatcher's board. As a veteran employee, his dad's seniority rights are protected for him by terms of the contract company has with Local Union 299, Detroit.



A careful union driver, Jerry Deska, Sr., shows a safety kit to his young son before they start on the 300-mile delivery trip carrying five new cars.

An overnight trip as "helper" on his dad's big haulaway rig easily qualifies as the biggest event in the 12-year-old life of Jerry Deska, Jr.

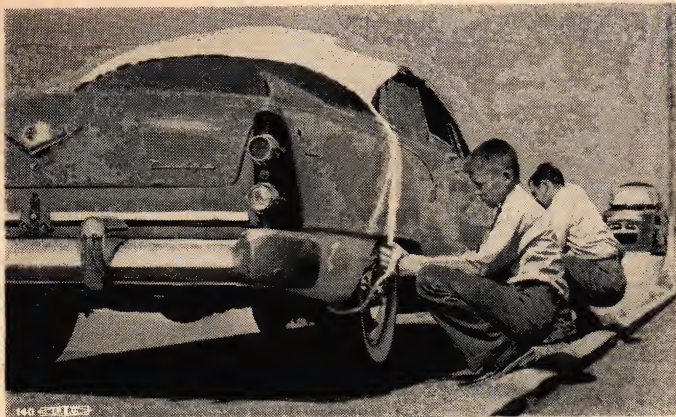
Young Jerry, outfitted with a miniature replica of his dad's uniform as a driver for Automobile Shippers, Inc., in Detroit, rode proudly in the cab with his father, who has been a member of Local 299 in Detroit since November 1945.

The trip was sponsored by the National Safety Council. Deska, Sr., is a six-year NSC Safe Driver Award winner. On this trip, which the elder Deska enjoyed as much as his son, the run was to Steubenville, Ohio, with a load of five new autos.

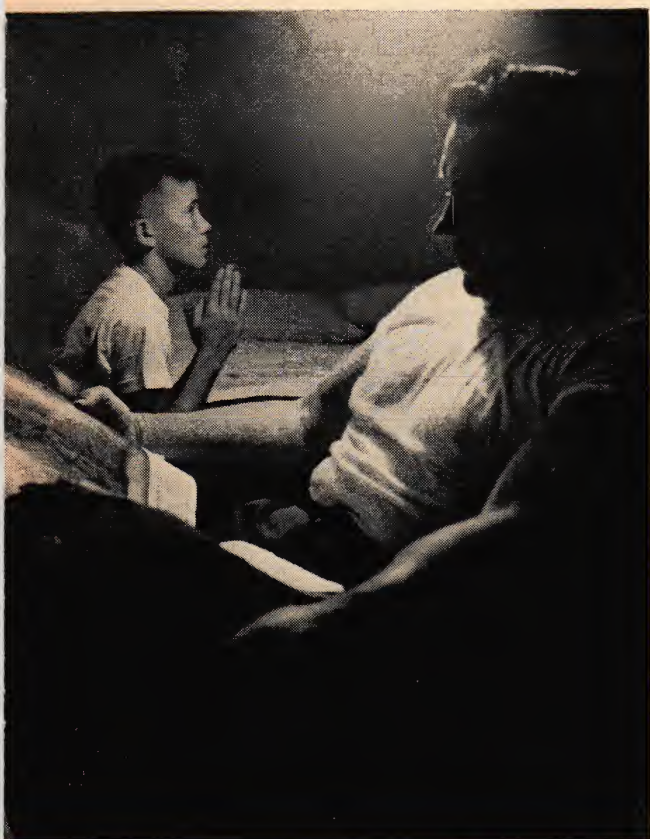
The young helper's presence on the run served to underline the safety precautions taken by modern truck service and the story of his adventure was featured in a recent issue of "Public Safety," NSC publication.

Here the actual orders are handed to Jerry and his dad by the dispatcher at Automobile Shippers, Inc. Young Jerry went through all routine.



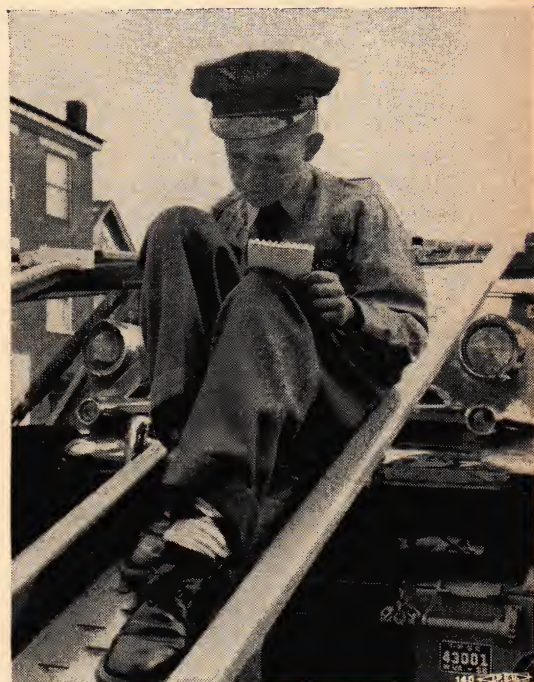


Above: Young Jerry is introduced to institution of "truck stop" for a meal along the route. Jerry discovered drivers enjoy good food and quick service in a clean restaurant.



Above, left: The small helper takes part in the work alongside his dad by securing tarpaulins over the new autos before starting trip. He learned responsibilities of drivers.

Left: Just because he is away from home, the usual evening prayer is not omitted. In a motel en route, young Jerry is already on his way to bed while his dad leafs through a magazine to relax before joining him for a night's rest.



Early in the morning, Jerry watches his dad, a careful union driver, remove the chocks he had placed under the tires of the rig the night before.

At the end of the line, Steubenville, Ohio, young Jerry joins the elder Jerry in taking off the tie-down chains that have safely secured their load of autos.



Seated on one of the runway ramps, Jerry Junior is busy making notes in his diary which he kept during course of the trip. No wonder he is the envy of all the other youngsters in his neighborhood!

A Warm "Thank You" From Bellarmine High School

Teamster local unions which were generous enough to respond to the general president's appeal for assistance to Bellarmine High School, Seattle, Wash., just before Christmas will be warmed by the letter from Father F. A. Toner thanking our organization. The letter is self-explanatory.

Mr. Dave Beck, General President
International Brotherhood of Teamsters

Dear Mr. Beck:

I hope that you will not consider this note tardy, for I purposely postponed writing to you. I wanted, when I did write, to be able to tell you what I did with the money you so graciously donated to our cause.

The \$9215.00 was immediately deposited in our checking account. A "Thank you" note has been sent to each donor. The list of the donors has been returned to Marcella Guiry at your Seattle office, and you have my word for it that none of the names on that list will ever be contacted for further donations by any representative of Bellarmine High.

During the past month I have paid off bills, many of which have been outstanding for the greater part of a year. For example:

\$2,256.00—The young men on our faculty who are not yet ordained must attend summer school each year and continue their preparation for the priesthood. Your contributions helped promote this good work.

\$1,150.00—A year ago last December we purchased tables for our cafeteria. Now that bill is paid in full.

\$1,307.69—This amount remained on the bill for kitchen equipment installed a year and a half ago.

\$480.00—For a new motor and repairs on a car that now, thank God, runs well for a change.

\$600.00—A grocery bill that is paid in full for the first time in 20 months.

\$300.00—Insurance. Actually we were delinquent on two policies because we just didn't have the money to pay the premiums.

\$5,000.00—A loan made a couple of years ago on which we were paying interest.

In short, for the first time since I came here, our bills are paid in full and we still have money in the bank. Actually my bank balance today is \$193.61.

No doubt such a bank balance would be a cause of concern to you or someone in business, but to me it is a beautiful sight. It looks so much better than a stack of unpaid bills piled up before me. I suspect that sometimes you must think we are crazy for trying to run a business on such a flimsy shoestring. But if you could see it from my viewpoint it wouldn't seem so strange. You see, Dave, this isn't my school, it's God's school. These are not my debts, they are God's debts. And in the 26 years I have been in this business, just when the financial picture seems darkest, God inspires some generous souls like yourself to help us pay His bills. God uses a man like yourself to help Him to do His work, and then He doesn't forget that you gave Him a lift. Sound like a lot of pious prattle, Dave? Wait until judgment day, then you'll admit that I am right.

Finally, I want to tell you how sincerely grateful I am to you and to all the Teamsters who helped us out. As long as God gives me health and strength to offer the Holy Sacrifice of the Mass each morning you and your family will be remembered.

God love you always,

F. A. TONER, S.J. (signed)
Rector of Bellarmine High School



New plans for organizing were made by the National Warehouse Policy Committee in a session in Miami, Fla., last month.

Warehouse Committees Review Gains

'Outstanding' Accomplishments of Past Year Assessed; President Dave Beck Promises Continued Aid in Organization of Chains

WAREHOUSE representatives from every area conference heard General President Beck, Vice President Hoffa, and Acting Director Gibbons call for a hard-hitting organizing and negotiating program at recent meetings of the Executive Committee and Policy Committee of the National Warehouse Division and of the Teamsters' Montgomery Ward Council.

General President Beck pledged that "the International will continue to help in every way possible" in the job of completing the organization of the large chains. President Beck also praised the warehouse division for its "outstanding success during the past year."

Vice President Hoffa presented the Montgomery Ward Council with a series of proposals in preparation for coming negotiations with the huge Montgomery Ward & Company mail order concern.

The warehouse meetings, chaired by Edward Hartsough, brought

more than 40 representatives of warehousing and mail order locals together in Miami, February 1-3, to hear reports on past activities and to plan future programs.

SOUTHERN CAMPAIGNS SUCCEED

Harold J. Gibbons, acting director, National Warehouse Division, told the Policy Committee that recent successful organizing campaigns for A & P warehouses in Charlotte, N. C.; Jacksonville and Tampa, Fla.; Dallas and Houston, Tex.; and Portland, Me., meant that several thousand members have been added in one chain since the Division began its program. All A & P warehouses in the Central and Eastern Conferences are now organized and smaller warehouses in Knoxville, Tenn., and Miami, Fla., are now being organized.

Organization of the two new Montgomery Ward units by local unions on the west coast was reported by Don Peters, chairman, Teamsters' Montgomery Ward

Council, at its meeting which was held on February 3.

Much of the Council discussion centered about proposals for improving the contract in coming negotiations. The Council decided that local unions should prepare contract suggestions and submit them to a drafting committee consisting of Coordinator Hoffa, Chairman Peters, Acting Director Gibbons, and Field Director Sam Baron. The drafting committee will study the proposals and work out the strongest possible contract.

Executive Vice President Einar Mohn pledged the support of the International Union in the coming negotiations.

The Council suggested that local unions not only prepare contract demands but also give thought to the selection of their representative to the negotiating committee.

Legal questions as to procedure for giving notice, compliance with National Labor Relations proce-

dures, authority to negotiate, etc., were clarified by attorney Dave Previant.

The Policy Committee heard that negotiations by various Kroger locals, assisted by Sam Baron, Field Director of the National Warehouse Division, resulted in wage increases of from 30 to 46 cents per hour over a three year period. Some of the largest increases were won by southern locals in an effort to close the gap between the high-wage northern units and the low-wage southern operations.

Other reports were made by Frank Keane, chairman of the American Stores Committee; Larry Steinberg, chairman of the Kroger Committee; John Greeley, director, Eastern Conference Warehouse Division, A & P; Weldon Mathis on the Southern Warehouse situation; Don Peters, chairman of the Team-

sters' Montgomery Ward Council; and Joe Dillon, secretary-treasurer of the National Warehouse Division.

The Policy Committee unanimously passed a resolution pledging to support the activities of the "National Warehouse Division in every possible way, and urging the local unions to—

(1) Cooperate fully in requests for information and assistance from the National Warehouse Division, and

(2) vote, within the local's ability, a voluntary contribution to the success of the National Warehouse Division."

In addition to General President Beck and Vice Presidents Mohn and Hoffa, other guests at the National Warehouse Division meetings included: Thomas E. Flynn, chairman of the Eastern Conference of Teamsters; Murray W. Miller, director of

the Southern Conference of Teamsters; Lewis C. Harkins, director of the National Cannery Division; William Griffin, director of the National Miscellaneous Division; Thomas Owens, director of the National Produce Division; Al Weiss, Economist, International Brotherhood of Teamsters; Gene San Soucie, Indiana Conference of Teamsters; William Presser, Ohio Conference of Teamsters; and Fred Tobin, Legal Division, International Brotherhood of Teamsters.

Highways

(Continued from page 6)

organizing trucking industry, for labor and for related industries (suppliers). During this period of co-operation—last year and this year—representatives of the Teamsters and of the industry have been able to talk with Senators and Representatives about the problem of the industry. This does not mean that Teamsters are foregoing one whit claims for better wages, hours and conditions. The legislative problem is one affecting the industry. Wages, hours and conditions are problems between members and employers.

This unity of action may herald a completely new era in the motor transport business. General President Beck has repeatedly said that the motor transport industry must have its proper recognition in the councils of government—meaning in regulatory agencies and the Executive Department.

In the meantime, on Capitol Hill the battle goes forward for a good highway program. In this effort local unions and joint councils can be helpful in informing their Representatives and Senators how they feel about pending legislation. The voice from back home has far more effect than the voice of special pleaders on Capitol Hill. As the session develops the effort for a program becomes more acute and Teamsters are hoping that as workers and members of a great industry a decent bill will emerge—a bill which will spell out a greatly expanding highway program which will be good for the motor transport industry and for the country as a whole.



Don Peters, Chicago, Ill., addressed the Montgomery Ward Council in a session last month.



Acting Director Harold Gibbons, addresses Warehouse Division Policy Committee.

IBT BUILDING WINS 'OFFICE OF YEAR' AWARD



James E. Neary, business manager of *Office Management* Magazine presents the "Office of the Year" plaque (reproduced below) to General Secretary-Treasurer John F. English.

The newly-dedicated \$5 million headquarters building of the International Brotherhood of Teamsters in Washington, D. C., has been awarded an "Office of the Year" plaque by *Office Management*, the magazine for management executives.

The Teamsters' building was cited by a survey taken among members of the American Institute of Architects and the Association of Consulting Management Engineers.

The magazine reproduced eight pictures which appeared in the dedication brochure and the *INTERNATIONAL TEAMSTER*. In a three-page "spread" the editors told of the functional qualities imbedded in the handsome structure.

The article called attention to the judicious use of glass facing onto the Capitol grounds.

"Most striking feature of the exterior of the new building is the picture window effect achieved by the



use of blue-tinted glass set in bronze frames for the entire front facade on the second and third floor levels," the article noted.

"The fact that the two glass-

walled floors are projected forward slightly from the main facade, and the color contrast of the blue-tinted glass against the white Georgia marble of which the building is constructed, adds to the dramatic effect."

The judges said that, while dwarfed by the main meeting room, the remaining first floor conference rooms "would be envied by many of the country's powerful corporations."

Pictures featured in the magazine included those of the exterior, the general president's office, entrance lobby and reception room, the conference room, employees' lounge, general secretarial offices, duplicating center and the stock room.

The four-story building was designed by Holabird, Root and Burgee, Chicago.

St. Louis

(Continued from page 11)

bership which understands the issues involved and is ready to speak out in organized fashion against political efforts to undermine their economic security.

This changing pattern of anti-union activity will find Local 688's Community Action program mobilized to bring the real issues to the people. Gibbons has asserted that 50 per cent of the union's resources, manpower and program will be devoted to such a program, solely because labor's fight for dignity and security for the working man will, in the coming years, have to be staged in the political arena.

Rank-and-file participation on a wide scale in this community program is constantly urged in shop meetings, in the union's own newspaper, the *Midwest Labor World*, through educational materials, and in a movie especially prepared for the Community Action Department.

Working men and women who are concerned about their interests and have a means to achieve their legitimate objectives, do not need to bow silently before special interest groups. Local 688 believes it has found, in its Community Action program, a sensible and effective way to help the working citizen fulfill his role in a democracy.

Big Boom in Parking!



Providing a Parking Place for Millions Of Car Owners Has Created a Major Industry and Opened New Organizing Field

THE automobile parking industry is a great new frontier for organization by the International Brotherhood of Teamsters. The auto parking business is one of the fastest growing of our modern industries and is a direct result of the motor age. Since World War II this industry, now a \$3.5 billion affair, has doubled in volume.

The industry has grown along with the demands imposed on it by the great number of increased passenger cars and trucks. Motor transport is becoming more and more the

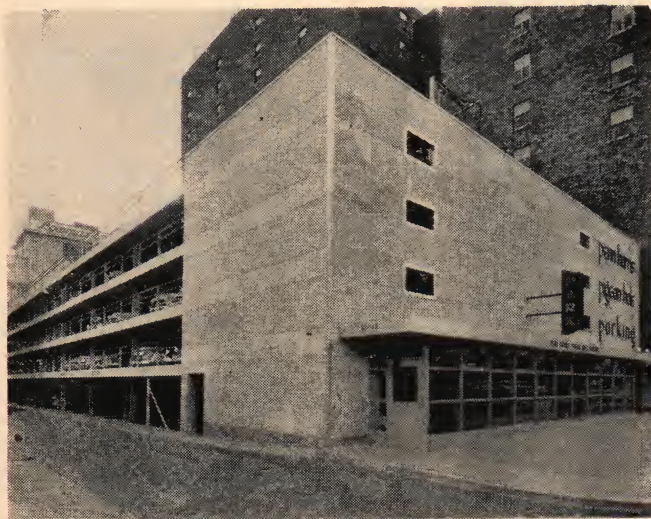
answer to freight hauling problems and with the increased number of trucks in our cities together with the high number of passenger automobiles, traffic problems and congestion have resulted.

The reasons for our present traffic problems which in turn have resulted in tremendous growth of car parking facilities are simple. Our population has grown rapidly and with this growth has come more and more concentration in our metropolitan areas. We were formerly an agricultural nation and then with the

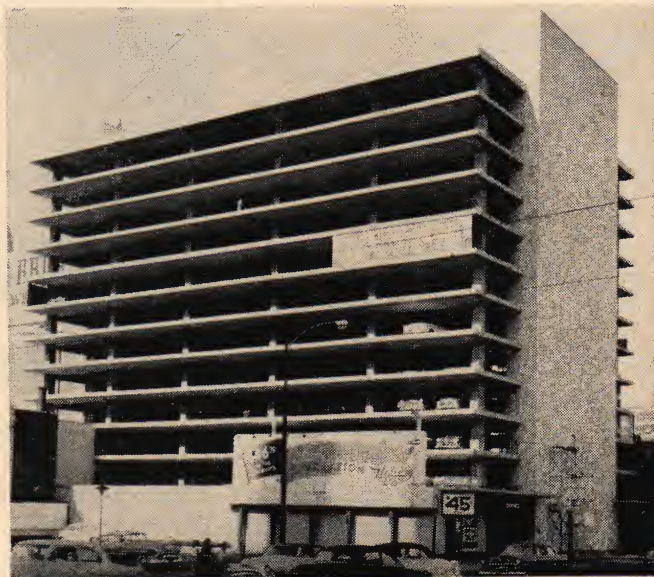
rise of industrialization we became strongly urban. And yet more recently the trend toward suburban development has been pronounced.

Our cities, for the most part unplanned, were not built to withstand the traffic demands resulting from the spectacular increase of motor cars. What could be done? Municipal authorities were faced with growing traffic problems. Parking meters were introduced to help in traffic parking, turnover and revenue. But these devices were not adequate. Private industry filled the need created by the requirement for parking, particularly in the downtown areas.

The principal stores and shops in our cities were located in the downtown or central business districts. Unless shoppers are provided with



Multi-story garages like the above in Harrisburg, Pa., and at right in Chicago are typical of those being built all over.



Left: Parking buildings, such as this one in downtown Washington, are spreading across the nation in order to provide space for the rapidly growing number of cars.

easy access and parking facilities to utilize the services and to purchase the wares from these stores, they are going elsewhere—to the suburbs. Downtown merchants and property owners have become alerted to the threat to property values and business enterprise in central areas. They have sought to remedy this through providing parking facilities.

One recourse is through publicly operated or owned parking authorities. These have been successful in some situations, but the number of spaces provided by publicly supported facilities is minor compared with those provided for by private industry. The National Parking Association, trade group for the industry, estimates that 5 per cent of the revenue-producing parking spaces are publicly operated and 95 per cent are operated by private enterprise. One leading figure in the industry has said that there are approximately 2,600,000 parking spaces privately operated as compared with only 165,000 publicly run.

Downtown merchants have become aware of the traffic crisis and are now beginning to work with private interests in their endeavors to provide parking spaces for customers. Several types of validation schemes are now operating. These



Even as early as the 1920's cities were beginning to feel the parking pinch. Here is an old photo of a parking garage in Newark, N. J., taken in late 20's.

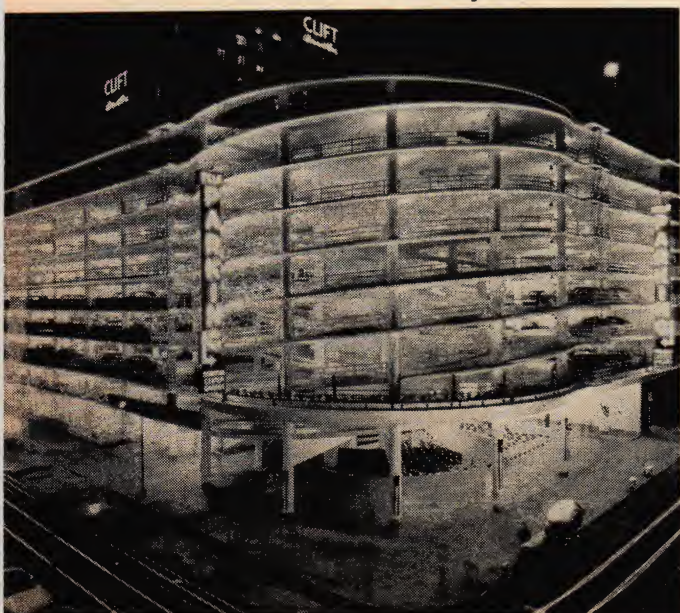
plans such as the "Park and Shop" permits a customer to have his parking fee paid for if he buys a certain amount of goods or services from a business which is a member of the Park and Shop group. Studies which have been made by department stores where such schemes are operating indicate that the purchases made.

The metropolitan parking problem has gone through a series of changes and is still undergoing change. Before traffic conditions became acute on-street parking was used extensively, later to be followed by limitation of parking hours and later by restriction as to streets.

During this period we saw the emergence of the vacant lot used for parking. Today old buildings which are producing little revenue in relation to maintenance tax and service charges are being razed and in their place modern parking lots are being established.

The parking lot is still the basis of most of the in-town parking operated by private enterprise. But in recent years the parking garage, entire buildings devoted solely to parking cars, has become popular. These garages at first were converted warehouse buildings or even stables. Today, however, the architectural profession is turning its talents to im-

This new parking garage in San Francisco features long, curling drives to upper floors. Many of the new buildings use elevators to reach top floors.



This building in Salt Lake City takes a tremendous load off city streets and the diminishing number of lots available for parking purposes. Land values have made many lots impractical for parking.



proved design both for outward appearance and for interior convenience and efficiency. The result is new and attractive buildings in the downtown sections of our great cities. These designs for the most part are ultra-modern and present a sharp, clean appearance, ranking with the best skyscraper design.

With these new garage or parking buildings have come vastly improved methods of handling cars. Since most of these parking buildings are in the high-priced downtown real estate sites, every effort is made to utilize the ground space to the greatest possible advantage. This means that the parking lot with its one level parking of cars is no longer the efficient revenue producer it once was. Parking entrepreneurs have only one way to go with their cars: up. The result is the multi-story buildings of two, three, four or even more stories in height.

These new buildings are for the most part the ramp type with the cars being taken up on ramps around the edges. And many of the newer buildings have installed

man-lifts, constantly moving elevator contrivances on which the attendant can ride up to get cars or ride down after parking them. This device which is a real leg-saver is also instrumental in improving the productivity of attendants.

BETTER TRAINING AHEAD

And speaking of attendants, increased attention is being directed by responsible parking lot and garage owners to better training of attendants. Too many motorists have complained of "fender benders" and of careless handling of cars. Today the progressive garage owner tries to instill in his men a sense of care and responsibility and they are finding that this added attention is paying off handsomely at the box office.

In an effort to make the most from the parking box office, some owners are using mechanical contrivances. THE INTERNATIONAL TEAMSTER published several months ago photos and an article about a "park-o-mat" system of mechanical parking. The "Minit Park" which

lifts cars vertically and transports them horizontally is another type. And recently a new type of circular device was announced by a California inventor.

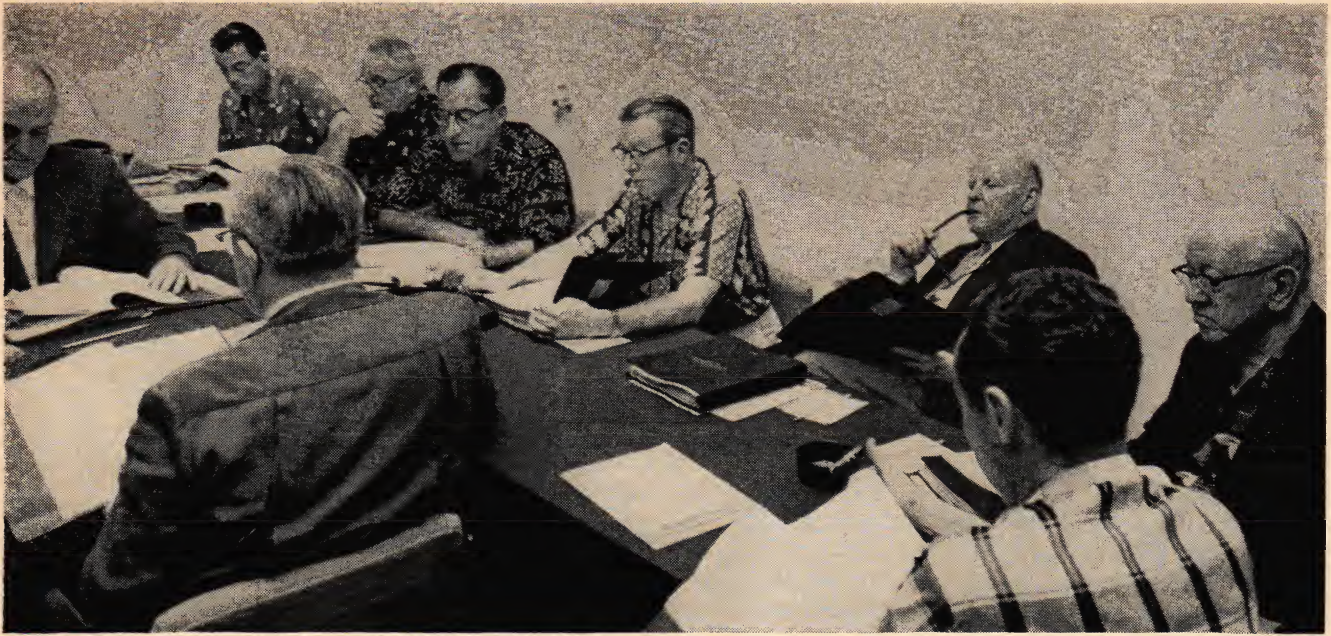
The parking garage and lot development has given rise to collateral sales, merchandising and supply outlets. An Oakland, Calif., operator is using television on a closed circuit to help in the regulation of traffic input and outgo. The supply industry which provides tickets, markers, timers, manlifts, represents a substantial volume of new business where none existed before the auto parking problem arose.

No one knows, not even the National Parking Association, how many people are employed in this industry. The association says that investmentwise the industry has multiplied 300 per cent in the last 15 years and is still booming. And with this boom is coming more and more employees—attendants, clerks, cashiers, supervisors, carwashers, etc. A great frontier and one that is indeed challenging for the Teamsters.

NEGOTIATION TEAM SIGNS AGREEMENT



Members of the Argonne Atomic Council are pictured as they signed the supplemental agreement between Argonne National Laboratory and Argonne Atomic Trades Council in Chicago recently. Seated, left to right: Thomas J. Murray, president, Argonne Atomic Trades Council; Earl H. Rieck, business representative, Local 507, United Association of Journeymen and Apprentices; David O. Sark, president, Local 726, Teamsters; George H. Dickerson, Jr., assistant business manager, ANL; Benjamin Evans, assistant director, Operations Division, ANL, and William O. Shepard, services superintendent, ANL. Standing, left to right: B. O. Lofgren, business representative, Local 1954, United Brotherhood of Carpenters & Joiners; Robert Frega, business representative, District Council 30, Brotherhood of Painters, Decorators & Paperhangers of America; Lee M. Burkey, Jr., legal counsel, Argonne Atomic Trades Council; Walter D. Collins, executive secretary, Argonne Atomic Trades Council; Samuel D. Golden, attorney, ANL; William F. McConnell, materials handling superintendent, ANL; William E. Schuessler, assistant director of personnel, ANL.



Reviewing gains of joint organizing committee. Left to right, at far side of table: Lew Harkins, director of Cannery Division; Pat Gorman, secretary-treasurer of Butchers; Leon B. Schachter, member of Butchers Executive Board; Vice President Einar Mohn, General President Dave Beck and Earl Jimerson, president of Butchers. At extreme left is Emmett Kelly, vice president of Butchers. With back to camera are Marvin Hook, Butchers Executive Board member, and Harry Poole, Butchers vice president.

Joint Action Produces Results

*Teamster-Butcher Organizing Committee
Marks First Anniversary; 90 Plants
Organized by Group in Twelve Months*

THE first annual report of the Teamsters and Butchers joint organizing committee reveals that 90 plants were organized during the first year of the committee's existence.

The committee was established January 1, 1953 under an agreement signed by Dave Beck, general president of the International Brotherhood of Teamsters and Patrick E. Gorman, secretary-treasurer of the Amalgamated Meat Cutters and Butcher Workmen of North America.

The signing followed more than four months of conferences by a joint committee consisting of Brother Einar Mohn, assistant to the general president; Vice Presidents John O'Brien and James R.

Hoffa; Harold J. Gibbons, national director of the Warehouse Division; and Lewis C. Harkins, national director of the Cannery Division representing the Teamsters, and Vice President Harry Poole and Executive Board members Leon B. Schachter and Max Osslo, representing the Butchers.

Mohn is secretary of the committee and Harkins and Schachter are co-chairmen. In addition to those in the above paragraph, other butcher board members are Marvin Hook, vice president and Max Block, executive board member.

The report bears out a statement made by Beck when the two-year agreement was signed that it was not intended as a "dream organization merely outlined on paper."

Beck promised at that time that the Teamster-Butcher committee would be "a flesh and blood outfit with permanent officers and staff and an operating fund of \$200,000 set up on a 50-50 basis."

Beck also outlined the goals of the new committee when it was set up. He said its chief job would be to organize canneries, frozen food plants, packing houses and other food processing plants.

"They are not now well organized except for the Pacific Coast and the Chicago and some other big city areas. It is impossible to estimate accurately the number of people engaged in this work, but some estimates run as high as 1,000,000.

"In the past, when we have tried to organize such plants, employers

have attempted to play off one union against the other. There will be none of that now. When the joint committee plans a drive, committee members will go to the scene where they will work together in setting up a joint organizing committee, mostly of local people.

"There should be no disputes between the unions because the four months of conferences prior to the agreement were designed to iron out any possibility of misunderstanding. If, nevertheless, differences should arise they will be brought before the joint committee which will meet at least four times a year. If the committee is unable to resolve the differences, then I will talk them over personally with Brother Earl W. Jimereson, international president of the Butcher's Union."

Proof that the careful planning of the committee has borne fruit is indicated in the reports. The joint committee in its first year of operation initiated 12 major drives, of which nine are still active. The nine active campaigns are: Toledo-Defiance, Ohio; Dayton, Ohio; Columbus, Ohio; Cleveland, Ohio; Eastern Shore of Maryland; West Virginia; Chicago, Ill.; Wilkes-Barre, Pa.; and Maine.

The procedure in the setting up of joint campaigns is as follows:

A request for joint committee assistance for organization, signed jointly by local officials of Teamsters and Amalgamated, is submitted to the joint committee. Staff men Dale Carson and Earl Grant, who are assistants to the co-chairmen, go into the designated area to investigate the possibilities of organization and talk with Teamster Joint Council and Amalgamated State Branch officials. If their findings indicate that a campaign should be inaugurated, the appropriate Teamster area conference chairman and Amalgamated district vice president are so advised and their approval of the campaign requested. When this approval has been granted, the locals involved recommend personnel to be used for organizing. (In all cases at least one from each organization.) These men usually come from the ranks—i. e., shop stewards, business representatives of locals involved, etc.

The team of organizers, whose hiring is subject to approval of the area conference chairman and the district vice president, is then charged with the responsibility of organization of previously agreed upon plants in the area. The local unions and joint council agree in advance to directly supervise the team which has been agreed upon. For example, the joint campaign in the Toledo-Defiance, Ohio, area has, from its inception, been closely supervised by Lawrence Steinberg, president of Teamsters' Joint Council 44, and Robert L. Parker, president of Meat Cutters' Local 626; the campaign in Chicago, Ill., has been carefully mapped out by Vice Presidents John T. O'Brien of the Teamsters and Emmett Kelly of the Amalgamated.

In some areas local unions, joint councils and the international unions are lending the services of their own men, to work along with the joint committee organizing teams. In the Eastern Shore drive, for instance, the committee has had, at no cost, the services of two organizers from the Amalgamated and two from the Eastern Conference of Teamsters. In West Virginia, Teamsters' Joint Council 84 and Amalgamated Local 347 have each provided a man to match those working for the joint committee. In *all* areas the local and joint coun-

cil officials have cooperated closely with the committee on all of its projects.

A weekly report is required from each joint committee organizer. This report is supplemented by a bi-weekly report of progress, giving detailed information on each project in which the organizer is engaged. In addition to information on the organizer's daily activities, these reports furnish the committee office with statistics on number of employees contacted, number of employers contacted, number of authorization cards signed during the week and complete information on concerns organized and disposition of new members gained. They are scrutinized at committee headquarters and the campaigns are visited periodically by field men Grant and Carson, at the direction of the co-chairmen.

In addition to organizing, the committee has developed a fine relationship between Teamster and Amalgamated local unions. Its success in organizing in places where individual unions previously failed proves that in cooperation lies strength. Cooperation has also eliminated much red tape and doubled the organizing staff.

All in all, the joint committee of organizing has proved more economical than any other method employed by any single International Union in the AFL-CIO and it has kept jurisdictional differences to a minimum.

So successful has the Teamster-Butcher joint committee been that General President Beck has authorized setting up joint committees with other unions on the same 50-50 basis. In congratulating the Teamster-Butcher Committee on its first report, Beck said, "The work of your committee is one of the reasons that the Teamsters stood alone last year among the labor unions of America by gaining members during a period of recession and mounting unemployment.

"Then, too, these campaigns were made in a period during which we spent much time merely getting set for our organizing drives. Now that the foundation is solid, I am sure we shall organize even more successfully in the coming year."

Give!
now!



Brewery Conference Policy Committee in Session



Attending the policy committee meeting of the National Conference of Brewery and Soft Drink Workers in Chicago were, from left, clockwise: Dave Levinger, vice director, New York Local 812; John McKelvey, vice director, Newark Local 125; Robert F. Lewis, vice director, St. Louis Local 6; Einar Mohn, International Vice President and Executive Assistant to General President; Frank Seban, executive assistant to the secretary-treasurer, Chicago Local 744; Joseph J. Quillan, recording secretary, Newark Local 843; William Ahern, director, San Francisco Local 896; Ray Schoessling, secretary-treasurer, Chicago Local 744; P. H. McCarthy, Jr., general counsel, San Francisco; Joseph H. Paust, vice director, St. Louis Local 133; Henry E. Brown, vice director, Cincinnati Local 152; Antonio Fellicetta, vice director, Minneapolis Local 792; George E. Leonard, vice director, Los Angeles Local 203, and John Hoh, vice director, Brooklyn Local 8.

THE Policy Committee members of the National Conference of Brewery and Soft Drink Workers met in Chicago, on February 2, 1956, and exchanged facts related to forthcoming wage contracts. A resolution to explore the feasibility of negotiating national contracts, both from a legal and economic standpoint, was approved.

The Conference discussed its past record of organizing former C. I. O. brewery workers into the International Brotherhood of Teamsters, and the success with which the workers have met regarding wages and working conditions while in the Teamster affiliation. It was the unanimous decision of the Policy Committee that there should be no change in the efforts of the Conference to attempt to organize any present C. I. O. breweries and soft drink companies' workers into the Teamsters.

The matter of developing a universal Union label, in conjunction with the International Brotherhood of Teamsters' Union label policy, was discussed, and it was agreed that the Conference would sponsor a proper Union label to be affixed to all merchandise manufactured and delivered by members of the Teamsters.

Committee members discussed re-

ports on the economic status of the industry and the continued trend decentralization of production facilities. Another topic for discussion was the movement which has been under way for some years of the large organizations buying out

local breweries, leaving the industry with fewer but stronger concentrations of employers. These trends, the committee members agreed, are posing special problems in organization for Teamster locals in the brewing industry.

Reach Civil Defense Pact



JAMES R. HOFFA (second from left), of Detroit, vice president of the International Brotherhood of Teamsters, studies a new civil defense memorandum of understanding reached by union officials, the trucking industry and officials of the Federal Civil Defense Administration. During his day's visit (January 25) at FCDA National Headquarters in Battle Creek, Mich., Hoffa offered the help of the Teamsters' members in facilitating truck movements during a civil defense emergency, such as the evacuation of cities threatened by attack. Discussing with Hoffa ways to put the memo into effect are (l. to r.): William P. Welsh, FCDA Labor Specialist; Wendell A. Culver, FCDA Highway Transportation Officer, and Harold L. Aitken, FCDA Executive Assistant Administrator. (FCDA Photo)

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA
WASHINGTON, D. C.**

STATEMENT OF REVENUE AND EXPENDITURES FOR THE YEAR ENDED DECEMBER 31, 1955

Revenue:		On Deposit	\$ 251,584.82	
Fees		In Transit	18,259.44	
Per Capita	\$ 6,197,216.40	Office Fund	500.00	\$ 270,344.26
Initiation	639,462.21			
Organization	465.00	Accounts Receivable:		
	<u>\$ 6,837,143.61</u>	Organizing Campaign Advances	330,800.00	
Other Income		Advances for Bookkeeping Machines ..	135,401.04	
Sale of Supplies	130,729.66	Other	105.76	466,306.80
Refunds	208.00			
	<u>130,937.66</u>	Inventories—Cost:		
Gross Revenue	\$ 6,968,081.27	Supplies and Equipment		69,774.14
Deduct:		Investments—Maturity Value:		
Expenses:		Securities	28,447,859.31	
Operating Expenses:		Deposit on Securities	25,000.00	
Per Capita Tax Affiliates	\$ 631,471.63		<u>28,472,859.31</u>	
Donations to Subordinate Organiza-		Accrued Interest Thereon	105,448.87	28,578,308.18
tions	1,944,810.00			
Organizing Campaign Expense	1,299,566.39	Deposits:		
Supplies Purchased for Resale	78,306.93	Equipment Contracts	321,133.60	
Donations to Allied Organizations ..	149,261.22	Paper Purchases	80,000.00	
Magazine—INTERNATIONAL TEAMSTER	696,029.65	Other	2,025.00	403,158.60
Legal Fees and Expense	102,084.49			
Retirement and Family Protection Plan	189,402.68	Total Current Assets		29,787,891.98
Officers', Organizers' and Auditors':				
Salaries	507,403.53	Capital Stock:		
Expenses	285,000.95	Teamster's National Headquarters		1,000.00
Clerical Salaries	122,706.74	Building Corporation		
Printing	26,550.41	(100 Shares, Par Value \$10.00)		
Postage	10,019.36	Deferred Charges to Future Operations:		
Telephone and Telegraph	38,659.66	Prepaid Taxes	4,118.44	
Office Supplies and Expenses	6,413.71	Prepaid Insurance	17,087.80	
Auditing	2,747.00	Prepaid Postage	2,605.64	
Bonds and Insurance	11,583.66	Advance—Affiliate	15,000.00	
Express and Cartage	7,905.27	Unamortized Bond Premium	681.86	39,493.74
Advertising	411.84			
Rent	30,345.70	Fixed Assets:		
National Headquarters' Building				
Occupancy Expense:				
Maintenance, Service, Supplies ..	66,656.65			
Supervision and General Expense ..	10,614.09			
Cafeteria and Kitchen	11,468.46			
Taxes—Real Estate	30,150.54			
Insurance—Real Estate	716.33			
Depreciation—Building	35,176.76			
Auto Repair and Maintenance	2,014.07			
Library	7,133.15			
Taxes				
Real Estate	1,550.54			
Personal Property	4,336.83			
Other	2,967.74			
Donations to Public Causes	15,505.03			
Depreciation	17,428.63			
General Executive Board Authorization	25,228.23			
Miscellaneous Expense	55.08			
Office Transfer Expense	9,656.46			
Public Relations	75,423.50			
Departmental and Divisional Expense	300,286.98			
San Francisco Office	8,184.69			
Memphis Office	2,000.00			
Seattle Office	22,926.97			
Social Security Taxes	20,726.83			
Health and Welfare	2,999.00			
	<u>6,813,887.43</u>			
Net Income from Operations	154,193.84			
Add:				
Financial Income:				
Interest on Investments	860,662.88			
Discount on Veterans Mortgages ..	51,299.04			
Gain on Sale of Fixed Assets	800.00			
Profit on Sale of Securities	13,017.17			
Commitment Fee Income	115.09			
	<u>925,894.18</u>			
Gross Income	1,080,088.02			
Deduct:				
Financial Expense				
Investment Fees and Expenses	3,721.45			
Service Charges	32,615.53			
Amortization of Bond Premium	212.52			
Interest	1,000.00			
	<u>37,549.50</u>			
Balance	1,042,538.52			
Deduct:				
Non Recurring Expense:				
Design and Procurement Fees and				
Expense	26,048.32			
Dedication of Building Expense	74,982.73			
	<u>101,031.05</u>			
Net Income	\$ 941,507.47			

**BALANCE SHEET
AS AT DECEMBER 31, 1955
ASSETS**

Current Assets:		Liabilities and Surplus:	
Cash:		Balance January 1, 1955	34,627,193.12
		Add:	
		Refunds—Prior Year	25,663.00
		Total	34,652,856.12
		Deduct:	
		Depreciation—Prior Years ..\$ 32,763.76	
		Loss on Sale of Securities .. 418,632.91	
		Transfer to Retirement and	
		Family Protection Fund ..79,998.00	531,394.67
		Balance	\$34,121,461.45
		Add:	
		Net Income for the Year Ended Decem-	
		ber 31, 1955	941,507.47
			<u>35,062,968.92</u>
		TOTAL LIABILITIES AND SURPLUS	\$35,740,056.98

WHAT'S NEW?

Tire Groover to Prevent Skidding

To improve the starting and stopping ability of tires is a new tire de-skidder from Lansing. Capable of handling any size tires, this machine cross-cuts and grooves the smooth tread surfaces.

Using a hydraulic boom for quick and easy tire mounting, the maximum time required to give a tire 8,000 cuts is 3½ minutes. Tires with or without wheels or rims can be accommodated by the interchangeable chucks.

Elastic Bearing Is Small, Lightweight

Rubber wheel bearings, eliminating the lubrication problem, are becoming increasingly popular and a new addition to the field comes from Springfield, Mo. A smaller and lighter housing corresponding with the smaller bearing now made possible is a considerable advantage. Within its rubber body, the bearing absorbs the movement of the shaft, but exclusive with this design is the feature that permits the shaft to slip within the bearing. This by-passes the usual torsional resistance that opposes the normal function of the equalizer. This also eliminates the resistance to required axle load equalization caused by road irregularities.

Swivel Action of Cushioned Tire Chain

A new line of rugged tire chains prevents damage to the tire by featuring an exclusive rubber roller assembly that holds the cross chains. These cross chains are connected with special snap-on, snap-off swivel hooks which permit the chains to swivel while in use and cause even wear, increasing the life of the chain up to 200 per cent. Too, the alternate turning in use of the cross chains, put on and taken off without tools, gives the tires more traction and requires less braking.

Completely Automatic Washer and Wiper

Completely automatic is a new co-ordinated washer and wiper combination that starts when the driver triggers the washer-wiper control button. The water-solvent mixture squirts onto the windshield and the wipers are activated automatically. When the surface is clear the

fluid stops but the blades continue to remove the surplus liquid, stopping automatically and returning to their normal position when the glass is dry.

Maximum Protection Of Radiator Hose

Resistance to heat, abrasion, soluble oils, radiator additives, and cooling system chemicals is claimed for an Illinois-manufactured flexible radiator hose. Formed entirely of neoprene, this machine-molded hose also gives maximum protection against sharp metal parts. Both inside and out, the hose is protected against aging and against weather checking by a special DuPont Hypalon coating.

Versatile Application Of Ratchet Wrench

Designed for use in awkward and hard-to-reach places is a one-piece, open-end roller ratchet wrench being marketed from Detroit. Available in nine sizes from ¾ to one inch, the wrench's roller principle offers tighter grip and equalized torque.

Self-Sealing, Permanently Balanced Tubeless Tires

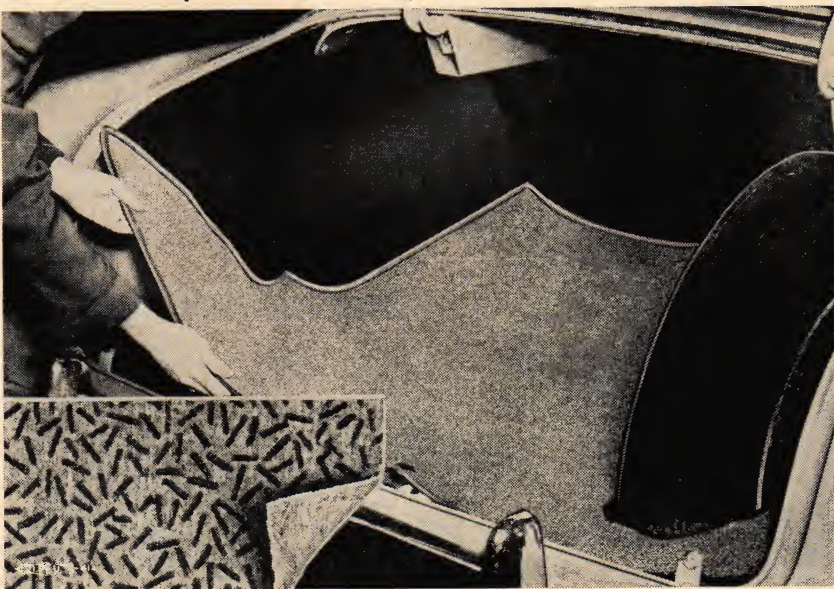
Permanent balance and self-sealing of punctures are listed as outstanding advantages of a new tubeless tire. The sealing of punctures is accomplished by a layer of soft, sealing gum that clings to nails and other puncturing objects. This gum is held in place by a series of live rubber cells or "bulkheads" lining the tread area. This feature, according to the manufacturer, prevents gum from being thrown to the center of the tread by centrifugal force and from flowing to the bottom when the vehicle stops.

Improved Safety of Grated Tail-Gate

Safety and strength are cited as great advantages of a grated tail-gate being marketed from Pittsburgh for trucks hauling packaged goods.

Contributing greatly to safety are the open aspect of the steel grill that gives the driver clear vision to the rear and the non-skid surface of the grating affording a sound footage when loading or unloading.

Inexpensive, Ready-Made Trunk Mats



Meeting a long-standing need of car owners is a new, inexpensive, ready-made line of automobile trunk mats announced from Chicago, tailored to a perfect fit, available for any car, any make, model or year.

Called Tailored Trunk Mats, they are made of heavy Kersey cloth, in what is termed a crowfoot design, in an attractive two-tone brown, with all edges piped with a vinyl plastic, thus strengthening the mat and preventing ripping, regardless of rough treatment.

There is a mat to fit any make of car. To obtain a trunk mat to fit the luggage compartment of a particular car, the manufacturer should be provided with the make, year and model of the car. Installation is accomplished quickly and easily by even a housewife or child, without experience, tools or gimmicks.

Besides the advantage of a more attractive appearance, the Tailored Trunk Mats provide additional cushioning, insulation against heat and cold and deadening of sound. The retail price is \$4 and up, according to the make of the car. Mats for old model cars cost less.

TEAMSTER TOPICS

First Contract Won

A first contract covering some 400 newly-organized employees of nine dairies in the Rock Island-Moline-Davenport area will provide wage increases of as much as 95 cents per hour over a two-year period, plus other outstanding contract features, it was announced this week. The employees are members of Teamsters' Local 371 in Rock Island.

According to Elvin Hughes, president of Local 371, some 200 inside dairy workers will receive double-time for all Sunday work; a night-work differential of five cents per hour the first year and 10 cents the second year, and a provision that clothes will be laundered.

For about 200 drivers, the contract establishes a five-and-one-third day workweek, with six days delivery and guaranteed pay for six full days. Retail drivers receive a 3½ per cent commission increase and a new \$10 per month book allowance.

Wholesale drivers receive \$73 a month increase, 4½ per cent commission.

Swing men on retail and wholesale routes will receive the average on the route they swing, plus 10 per cent.

The drivers are also given a guarantee on split routes, uniforms furnished by the employer, and double-time for days-off worked.

The contract, effective as of December 1, 1955, also provides the Central States Health and Welfare plan for all employees, with employer contributions of \$2.25 per week per employee. It also establishes six paid holidays, with double-time on holidays worked, in addition to regular holiday pay.

Union shop, checkoff of dues for all employees, seniority provisions for all employees, and a vacation schedule of one week after one year, two weeks after three years, and three weeks after 12 years, are also guaranteed.

Included among the nine dairies organized were four national concerns—Borden's, Beatrice, Bowman's, and Fairmont Foods.

The contract was finally concluded after eight days and nights of continuous negotiations by a negotiating committee which included Brunson Gilbert of Detroit, chairman of the Central Conference Dairy Division; Dan Deheck, Local 387, Des Moines, Iowa; Elvin Hughes, Local 371, Rock Island; Harry Wolford, Local 238, Cedar Rapids, Iowa; Thomas J. Haggerty, Local 753, Chicago; and Lawrence P. Murray, Local 462, Peoria. An eight-day strike in Thanksgiving week took place in support of the union's demands.

Organization of the new employees was part of the Joint Council 65 organizing campaign. E. J. Pavlat, J. C. 65 organizer, headed the dairy organizing campaign.

Drum, Bugle Corps

Starting from a modest beginning only four years ago, the "Golden Knights," drum and bugle corps of Newark, N. J., has surpassed all competition in winning three national championships during this short period.

Sponsored by the Blessed Sacrament CYO of Newark and members of Teamsters' Locals Nos. 478 and 863, this fine marching and maneuvering corps captured the American Legion national championship in 1954 at Washington, D. C., and won the same title again in 1955 at Miami Beach, Fla.

In 1954, before a crowd of 50,000 people in Municipal Stadium, Philadelphia, Pa., they won the Veterans of Foreign Wars national championship. The Golden Knights are scheduled to defend their American Legion title in Los Angeles, Calif., this September.

Driver Receives Diamond Ring



Leonard Belland is pictured above as he received a diamond ring from President Wesley Carter (left) and Secretary-Treasurer Emmett E. Terry (right) of Local 75. The ring was presented to Mr. Belland by fellow members of Local 75 in appreciation for his excellent record during over 20 years of accident free driving with the Olson Transportation Company of Green Bay, Wis.

During the regular season the 60-man corps competes in about 25 contests and parades throughout the East.

Contributing to the almost instantaneous success of the Knights, in addition to the fine and spirited work of the Teamster locals, are the pastors, musical directors and mothers of these talented and persevering youngsters.

Labor History Films

A program including films and discussions on labor history and union training will be conducted by the Bakery Drivers' Union Local No. 485.

The program, sponsored by the union and the Pennsylvania State University, will be comprised of four monthly meetings beginning February 14 at 9:30 p. m., 205 Third Ave., Pittsburgh.

The program arrangements made by Raymond A. McGill, union president, and Richard Shoemaker will include two Carnegie Institute of Technology instructors, Doctors Edwin Fenton and Melvin Bers.

Award certificates will be presented by the university to union members who have attended at least three of the sessions. Subjects to be discussed include: "The Job of the Union," "History of the Labor Movement" and "The Union Meeting."

The Education Committee is comprised of Chairman McGill, Anthony DeMarco, Timothy Bowen, Thomas Marshall, Samuel Snee, William Shumaker, John Denham, Thomas White and John Gillard.

Filipinos Thank I. B. T.

Two members of a Philippine labor team recently expressed their gratitude for the warm and friendly reception they received from Teamster locals visited during their cross country itinerary here last fall.

Brothers Antonio S. Sustneto and Donato M. Alarcon visited the new International headquarters building during their stay and pointed out that the edifice is "one thing that your membership should be proud of."

Both men marveled at the way organized labor in the United States has advanced and "been recognized and accepted" and they expressed the hope that "someday the labor movement of the Philippines will make such positive strides."

Scholarship Established

The sons and daughters of dues paying Teamster unionists can now receive the advantages of higher education because of a joint effort of Steubenville, Ohio, Local 428 and Council 41.

The College of Steubenville recently announced that a scholarship grant had been received from the Teamsters' Union to establish an annual scholarship at the nine-year-old non-sectarian institution. According to school officials this was the first such scholarship grant received from organized labor.

The scholarship recipient shall be chosen by competitive examination administered by college officials on a designated date. According to the terms of agreement with the Teamsters' Union, however, in the

event there is no applicant from the labor organization, the annual scholarship will be awarded to some other worthy student.

In acknowledging the establishment of the Teamsters scholarship last year, the Very Rev. Daniel W. Egan, TOR, president of the college, commended the international brotherhood for its sincere interest in youth and in the college.

Reverend Egan gave particular praise to the Union for the effort to elevate and make opportunity available to the children of members who otherwise might not be afforded this wonderful expedient. "The provision that the scholarship not be restricted to the children of members," Father Egan pointed out, "is a noteworthy one." The president of Steubenville College also expressed the hope that other local unions might institute similar plans.

The Teamsters' office noted recently that since the establishment of their scholarship nine additional scholarships sponsored by other labor organizations in the community have been provided to this institution.

Local 929 Honors Physician



Dr. Solomon Berull is pictured above as he is presented a plaque by President Maurice R. Schurr (left) and William L. Greenburg, secretary-treasurer (right), both of Local 929, for twenty years of outstanding service with the local. The plaque cites Dr. Berull's "quiet patience, sympathetic understanding and humble devotion to duty that have advanced the cause of democratic unionism."

LAUGH LOAD

Hard of Hearing

A union organizer, conducting a drive, was making a round of house calls. On one call, a small boy was sitting on the porch steps, busily adjusting his skates.

"Your Pop at home, son?" the organizer asked, patting the young one on the head.

"Yup," said the boy without looking up.

The organizer rang the bell. No answer. He rang again, and again, and again. Somewhat miffed, he turned away from the door and confronted the youngster.

"Didn't you say your Pop was home?"

"He sure is."

"Then why doesn't he answer the doorbell?"

"Maybe because we live on the next street."



Dire Need

Applying for a scholarship, a graduate student at the University of Colorado explained as follows why he needs assistance: "My wife and I are now separated, which has left me my sole means of support."



Baldies Arise

Nine bald members of the Ohio House of Representatives urged an investigation of haircut prices, demanding a reduction "for those of us who through no fault of our own are endowed with that badge of experience and ability called baldness."



22 Clicks

G. F. Miller, head of a rural telephone company, told the Illinois Commerce Commission his own phone line has 22 subscribers—and they all listen in on calls. "How do you know?" he was asked. "When I pick up my phone. I hear 22 clicks," he replied.



Big-Hearted John

New member in the local, tall, square-shouldered, dropped into the town tavern and banged the bar with a heavy, hairy fist.

"When Big John drinks, everybody drinks!" he boomed.

Everybody joined him in a round, including the bartender. Twice more the routine was repeated, the big man pounding the bar and everyone dutifully swallowing another hookerful. When the third round was done, Big John slapped some money on the counter and thumped toward the door, shouting:

"When Big John pays, everybody pays!"

First Thought

The teacher was trying to make Elsie understand subtraction and she said, "You have ten fingers; now supposing there were three missing, what would you have then?"

"No music lessons," said Elsie promptly.



Whole Mirror Please

Hotel Guest: "Please send up a full-length mirror."

Clerk: "But there's a half-length mirror in your room already."

Hotel Guest: "Yes, and twice I've gone out without my trousers."



Good All Round

"My dear, a great doctor says women require more sleep than men."

"Indeed?"

"Yes, dear; so— er — perhaps you'd better not wait up for me tonight."



Long Gone

Our local president has concluded that our members are too darned careless about their appearance. Most of them haven't appeared at a meeting in six months.



Wouldn't Listen

Judge: Didn't I tell you the last time you were here that I didn't want to see you here again?

Prisoner: Yes, your honor, that's what I told these policemen but they wouldn't believe it.



Added Color

"Did Pat give you that black eye?"

"He did not. He only gave me the black. The eye I had all the time."



Sort of Handicap

Friend: "Why have you given the general such a peculiar pose?"

Sculptor: "Well, it was started as an equestrian statue, and then the committee found they couldn't afford the horse."



Miss-ion Accomplished

First Sportsman: "It's getting awfully late and we haven't hit a thing yet."

Second Sportsman: "Let's miss two more and then go home."

New Field to Conquer

Did you hear the "Symphony of the Birds" on the New York Philharmonic Symphony last Sunday? Commented one labor oriented listener. "Wait till Petrillo hears about this."



Voice of Experience

The visitor to the mountain region, finding an ancient cabin with an equally ancient character taking his ease on the rickety porch, was asked to sit awhile and rest his bones. He accepted the proffered rocker gratefully. The old man wordlessly puffed his pipe. Finally he broke the silence. "Stranger," he said, "Yore sure a-wearin' yorself out. Whyn't you rock with the grain?"



Super Salesman

"Have you any cream for restoring the complexion," asked the faded spinster.

"Restoring, madam? You mean pre-serving!" said the assistant, heartily.

He sold her five dollars worth!



Unclaimed Male

It was 1 a. m. when the sedan weaved to a stop in front of the white stucco on Eighth and Elm and two wobbling gents dragged a third from the car.

The porch light went on and the stout lady under it called, "Don't fetch him in here! He lives in the white stucco on Ninth and Elm." Proudly she added, "My husband's a handsome, much stronger man—and they won't be luggin' him home for a good two hours yet!"



Out to Lunch

Man: "There's a fellow who's going places."

Friend: "Ambitious?"

Man: "No, his wife is out of town."



This Beats All!

A prisoner was brought before the judge, charged with beating his wife. The judge, being in a sympathetic mood, said: "Do you admit that you would beat your own wife?"

"Why, sure," replied the prisoner. "Whose wife do you beat?"



The Tempter

"Ruth," moaned the long-suffering husband, "you promised you wouldn't buy a new dress. What made you do it?"

"Dear," replied the modern Eve, "the devil tempted me."

"Why didn't you say: 'Get thee behind me, Satan?'" the poor man inquired.

"I did," the woman replied sweetly, "and then he whispered over my shoulder: 'My dear, it fits you just beautifully at the back.'"

FIFTY YEARS AGO in our Magazine

(From *Teamsters' Magazine*, March, 1906)

THE GREATEST CURSE

The editor of the *Teamsters' Magazine* in 1906 thought the following discourse by the editor of the "*Journeyman Barber*" was worth reprinting:

"There is no curse, not even sin, as great as poverty. Sin may have originated poverty, but nine-tenths of the sin and crime of the world now are due to poverty and her attendants, opulence and greed.

"I believe that the world can never be saved from sin till it is first saved from poverty—yet there are those who preach that this hell is foreordained and eternal.

"It wracks the nerves, saps the vitality, ruins the temper, deadens the conscience, steals the opportunity—inspires greed, invents crimes that are not really so, but the promptings of nature; enthrones oppression, damns the soul and makes the world more hellish than even the most abandoned fiend could wish. It is God's most forceful foe and man's most subtle enemy. It is the blackness of darkness and its other name is despair."

The Reasons Why:

A letter to the editor in March, 1906, might help today's new unionists to understand why teamsters of a half-century ago wanted to organize.

The letter writer, J. E. Longstreet, presented the case of the driver very well in the following:

"Here are the conditions under which teamsters were forced to work previous to the inception of our union, and do yet with many of the unorganized teamsters in this vicinity.

"A teamster is compelled to report at the barn for work as early as 5 o'clock in the morning, in order to feed, clean and harness his horses and be ready to hitch at the required starting time, which is usually 6 o'clock.



"The bell taps his starting time, but there is no provision whatever made for his return to his noonday meal. He may, if lucky, get his dinner at noon, or thereabout. He may get it at 3 or 4 o'clock in the afternoon, and very frequently he is compelled to do without it entirely. Neither is there any stipulated hour at which he is to quit work at night. He is supposed simply to drive on until his master sees fit to allow him to pull in (which he usually does to save horse flesh, and not for the welfare of the man), when he, the driver, must again feed and clean the team for the night before he can go home and get a lunch, take a look at his children, if he has any, take a nap and return to his next day's work.

"Here the horses get a little the best of the deal, as they can rest while the driver is trudging to and fro.

"The teamster works out of doors and is, therefore, forced to face the atmospheric conditions as they exist. He must face alike the burning rays of the summer sun, and the snow, sleet, rain, hail and winter winds, as much as 12 to 15 hours a day; and for a wage, in many cases so low that I am ashamed to mention it."

GEOGRAPHY LESSON

Picked up from the "*Yonkers Herald*" was this witty bit of geographical, yet poetical nonsense:

In Philadelphia, they inquire,
'Who was your sire and his sire's sire?'
In Boston, you must make it plain
You have an intellectual brain.
In New York, you must show the 'mount
Of cash upon your bank account.
In Baltimore, you must proclaim
The women queens, in beauty's name.
In Washington, they give you place
According to your rank and grace.
In Denver, they are so polite
That you must either drink or fight.
Down in St. Louis, they exclaim
'Where is it from, where you have came?'
In Chicago, when you walk the street,
They always step upon your feet.
In San Francisco, they demand
That, being called, you show your hand.
In Omaha, they merely grin
And murmur, 'When did you roll in?'
In Milwaukee, you will hear
'We make dat famous Cherman beer.'
In Key West, you must smoke cigars
Or line along the hotel bars.
But Yonkers lets you cut no ice,
Unless, by Jove, you've got the price.

AGING AMERICANS

Much has been said of recent times about the problem of finding jobs for older people. The President of the United States made a plea last year for industries to capitalize on the experience and skill of the older worker, because manpower of this type was needed for the good of the country.

An article in the March, 1906, *TEAMSTER* shows that the problem is by no means a recent one. In discussing a current song which poked fun at "my old man" because he sat around the house smoking his pipe while the kids did odd jobs and mother took in washing.

"It is a good joke on the old man. But did it ever occur to you that there is sadness in the lines, that there are reasons why the support of the household no longer rests on father, that his idleness is not voluntary, but enforced?

"There is silver in father's hair; his shoulders may be bowed with the toil he has done, and perhaps there is the suspicion of rheumatism in his walk. He is strong yet, and healthy, and willing to work, but, alas, he is no longer young, and where is the man who is no longer young to get a job?

"The time was that not until he was sixty was a man considered too old to work. But gradually the limit has been reduced to fifty-five, and then fifty, and now the deadline seems to be forty-five.

"His fitness may not be questioned, his experience is beyond doubt, but his white hair, once a badge of honor, is against him, and a younger man gets the place. All that is left for him to do is to sit feet propped up to the fire, smoking his pipe of clay while support devolves upon his wife and children."



Remind Your Wife !



STRESS the importance of shopping where purchases are **UNION-DELIVERED** and see that they are delivered. Why should your wife carry them around with her, chancing loss and breakage? Fellow-Teamsters will provide prompt, careful delivery. The same goes for you . . . always say "Deliver it!"

HAVE IT



DELIVERED